Point of View By Mury Lefkowitz

Jan.

ı Çw.

ERE THE GREEKS, as long thought, creators of a unique and influential literature, or did they simply reproduce ideas and concepts that had already been invented by the Egyptians?

George G. M. James's 1954 Stolen Legacy is frequently cited these days. It accuses the Greek writers Aristotle, Strabo, and Plutarch of having taken many of their best ideas from books stolen by Greek and Roman soldiers from the Library at Alexandria. Martin Bernal, professor of government and Near Eastern studies at Cornell University and author of the two-volume study Black Athena, maintains that no one before 1600 doubted that Greek civilization and philosophy "derived" from Egypt.

Startling assertions such as these often go unchallenged, not because they have even a remote claim to authority, but rather because they are made before audiences who do not know enough about the ancient world to question them.

The problem was brought home to me not long ago when a colleague who is not a specialist in ancient history assured members of an undergraduate society on my campus that Aristotle's treatise On the Soul was based on the collection of Egyptian religious texts known as the Book of the Dead. Aristotle, my colleague said, discovered the Book of the Dead when he went to Egypt with Alexander the Great. The students accepted this remarkable claim because they knew and respected the professor.

Not surprisingly, since neither of the works the professor cited commonly is studied in high school or in introductory college philosophy or history courses, none of the young students in the audience countered that Aristotle had no known contact with Alexander after 343-2 B.C., when he served as Alexander's tutor in Macedonia. No one added that, even if Aristotle had gone to Egypt, it is unlikely that he would have had direct access to the Egyptians' ideas. He didn't speak their language, and he couldn't have seen the Book of the Dead in the famous Library at Alexandria, because it wasn't built until after his death in 322 B.C.

If Aristotle could not have seen or read the Book of the Dead, and no one is known to have translated it for him, how could anyone think that he stole Egyptian ideas to incorporate into

On the Soul? The claim sounds plausible only if the two works are read in summaries designed to make them seem as alike as possible. If one looks at the actual texts, even in English translation, it is clear that Aristotle's work does not even treat the same subject as the

The Book of the Dead consists of detailed prayers and rituals for the soul as it makes its journey to the next world: Aristotle's On the Soul is an abstract philosophical attempt to define what we might now call the animating spirit of living persons. About all the two works have in common is the notion that the soul exists as a separate entity, although connected to the physical body. On such a general basis, one could equally well insist that Aristotle's ideas were "stolen" from the Hebrew Bible.

So why did this professor talk about Aristotle stealing ideas from the Egyptians? Because my colleague had not even reviewed the evidence for his assertion, it seems clear that he did not want his audience to examine it, but rather to mistrust or disregard traditional notions of chronology and history.

Serious students of the ancient world must rise and protest. At stake is the integrity not only of our disciplines, but of intellectual inquiry in general.

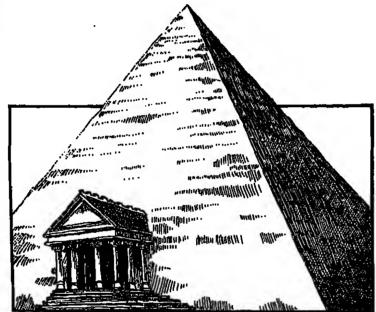
If I had been invited to debate with my colleague. I would have begun by trying to define the nature of cultural borrowing and influence. When general shared assumptions are all that two writers can be shown to have in common, the most that one can infer about their relationship is that they shared a common cultural

background. That does not mean that Aristotle got his ideas from Egyptian civilization specifically, even though Egyptians appeared in history long before Greek civilization reached maturity. Common religious notions indicate only that Greeks and Egyptians lived in roughly the same part of the world, and occasionally encountered one another, either peacefully or in war.

The mythologies of the Hebrews and Babylonians have certain features in common with that of the Greeks, such as the notion of a flood sent by the gods to destroy human civilization. But the existence of common themes doesn't prove or even suggest that one civilization plagiarized the sacred works of the others.

We need to be more premisin our terminology. To establish that Aristotle stole or plagiarized his ideas from an Egyptian source, we'd first need to show that Aristotle had ready access to Egyptian texts, and then that he copied them down word for word and passed them off as his own. Unless we can do that (and on the basis of present evidence we cannot), all that we can suggest is that Aristotle (or his Greek sources) might

Afrocentrism Poses a Threat to the Rationalist Tradition



possibly have been influenced in some way by Egyptian (or Hebrew) notions.

By being persistently imprecise in the use of terms like steal, borrow, and acquire, scholars like my colleague keep their audiences from seeing that there are many different ways to explain similarities among cultures, and even among writers, other than the most morally reprehensible ones. Why not try, instead, to distinguish between degrees of similarity in various works? Why not acknowledge, in cases where there is only a very general resemblance, the possibility of coincidence? And surely, even If one writer imitates or alludes to another writer, it is possible to display considerable originality: The Latin poet Virgil alluded constantly to Homer and other Greek writers, but no one in his own time or after doubted that his Aeneid was an original work of art, distinctively Roman in its portrayal of the terrible cost of founding a new nation.

If I had been present at the meeting where my colleague alleged that Aristotle had stolen ideas from Egypt, I would have tried to explain why I thought that in the case of Aristotle and Greek culture generally, "stolen" wasn't the mot juste. But would anyone there have listened? I'd like to think so, but I also know that many students would have been reluctant to accept anything I said. These students have been taught by scholars who claim that Africa is the mother of civilization that classicists, because of their "Eurocentric" bias, would be inclined to misrepresent and even to ignore the contributions made by ancient Africans to what we now call Western Civilization.

If given the opportunity, I would have tried to re plain why many scholars in the 19th century over-the phasized the connections of the Greeks to Norther Europe, when they also should have turned their pass to the Egyptians and the Near East. I would have su gested that 19th-century scholars wanted to showth European civilization originally derived from the same roots as the ancient Greek civilization, so that the could claim to be the Greeks' true cultural descen-

O EMPHASIZE THEIR COMMON ORIGINS, Ed ropean scholars concentrated on myth about the settling of the Greek mainland b invaders from the North and described the vocabulary and linguistic patterns that Greek and Enropean languages had in common. But partly because of their cultural bias, and partly because they did no have all the information we have today, they did an give sufficient credit to the cultural influences of other Mediterranean peoples on the Greeks.

> In appropriating the Greeks to themselve, 19th-century Eurocentric scholars were only seeking to do what the Afrocentrists are now trying to accomplish through a new (and equally misleading) emphasis on the Africa characteristics in Greek civilization. Afrocentrist historians who claim that Greek philoso phy is African in origin are as guilty of class vinism and nationalism as were 19th-century Europeans.

Virtually every nationality in the Wester world has wanted to claim the Greeks for themselves and to establish that the most at mirable achievements of Greek civilization longed to their own ancestors. Westerney ples study the Greeks because it was they with directly inspired our form of democracy, and was their literature that raised the great moral issues with which we still are concerned: D the rights of the state matter more than it rights of the individual? Why do human being so often fail to distinguish between appearance and reality and allow passion to Interfere with reason?

Above all, I would have suggested to ste dents discussing the influence of Egyptiancia ilization on the Greeks that all civilization ancient and modern, despite their commo ties and interests, are unique-and that it is

important to respect the differences. Distinctions can be blurred easily if we consider only general share characteristics, such as love of family or respect forth dead. The point of studying ancient culture is not b discover ourselves in the past, but to understand it history of civilization, in all its variety.

The Afrocentrists, in my opinion, not only a assigning credit to African peoples for achievement that properly belong to the Greeks; in the process they are destroying what is perhaps the greatest legal of Greek philosophy—rational thought. The Greek were the first people to try to describe and reco an accurate account of past events as they actus happened, rather than as they might have wished the to have occurred. The great Greek historians did no seek, as Afrocentrists are now doing, to recreate histo ry in order to praise themselves or to deva achievements even of those peoples whom they regard ed as their enemies. On the contrary, they saw in the defeat and misfortunes of others a warning to the

Afrocentrist historians appear to have discarded the important rationalist tradition. Instead, they appeal emotions and deny opportunity for debate. In so dolly they are abandoning the very heritage that they instal was stolen from their ancestors by the Greeks.

Mary Lefkowitz is Andrew W. Mellon Professor in Humanities at Wellesley College and co-editor of the source book Women's Life in Greece and Rome los Hopkins University Press, Second Edition, 1992).

THE CHRONICLE

se of Higher Education.

May 13, 1992 . \$2.75 Volume XXXVIII, Number 36

Unquote

News Summary: Page A3

I know that whites are never going to respect me on face value. I feel helpless, like I've been living on Fantasy Island." A student et Spelman College, on the Rodney G. King verdict: A33

"It seems we're always trying to reduce race to something else. Out there on the streets. the problem is that race doesn't reduce to something else." Asociology professor, on the riots In Los Angeles: A10

I suspect that one of the reasons that opinions about racism are so easily influenced derives from the high level of racial aggregation that still characterizes temporary American society. A professor of psychology: B1

"h's just old-fashioned, goldenfleece, anti-intellectual demagoguery." Robert M. Rosenzweig, on the Smate's elimination of 34 grants to universities: A28

"The 'Global Jukebox' has the rolution of culture in it. The whole range of the human species from the Bushman to Broadway entainers find their voice and their place here."

An anthropologist, on his omputerized collection of songs and dance performances: A21

ve are sliding into a new reality instead of planning for it." A law-school dean, on the dization of state universities: A4B

It was a choice between signing or leaving. I signed it, too. I felt terrible. It was as if I had been raped." A professor in Czechoslovakia on being forced to renounce a man-rights charter in 1977: A39

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Campuses and Scholars React to King Verdict and Ensuing Riots

- Students hold rallies and marches on dozens of campuses. At some institutions, tensions reach the boiling point: Page A33
- In Los Angeles, universities re-open and try to help their communities to heal: Page A34
- In Atlanta, undergraduates at historically black colleges, like those attending a vigil at Spelman College (above), are angered over police reaction to student protests: Page A33
- Social scientists say the riots indicate the need for moresophisticated research on racial issues: Page A10
- Two professors writing a book on police brutality update their work following the verdict In the King case: Page A5

After 10-Year Decline, Number of Black Ph.D.'s Begins to Increase

By COURTNEY LEATHERMAN After at least 10 years of declines, the number of black students earning doctoral

degrees has begun creeping back up. Black students carned 933 of the Ph.D.'s awarded to Americans last year-4 per cent more than in 1990 and 13.6 per cent more than in 1989.

Despite the increases, the number still fell short of the 1,013 black recipients who earned doctorates in 1981.

37,451 Doctoral Degrees

Those were among the findings of the most recent annual survey conducted by the National Research Council for five federal agencies. The National Science Foundation released an early report of the data that focused on science and engineering. The research council will release its full report later this year.

American universities awarded a total of 37,451 doctoral degrees last year, the survey found. That record level was due to an increase in the number of foreign recipi-Continued on Page Al8

Justice Dept. Documents Raise New Questions About Workings of College 'Overlap Group'

By SCOTT JASCHIK WASHINGTON

Justice Department documents prepared for an antitrust lawsuit provide new and potentially embarrassing information about the way the eight Ivy League universities and the Massachusetts Institute of Technology have recruited students and awarded financial aid.

The documents-based on depositions by numerous senior officials at the institutions and on hundreds of pages of previously confidential university recordspaint a picture of the Overlap Group that is radically different from the one that has been portrayed by its members. The group consists of 23 clite private colleges that, until a Justice Department investigation began, met annually to compare the financial-aid packages that would be offered to students who had been admitted to more than one of the institutions.

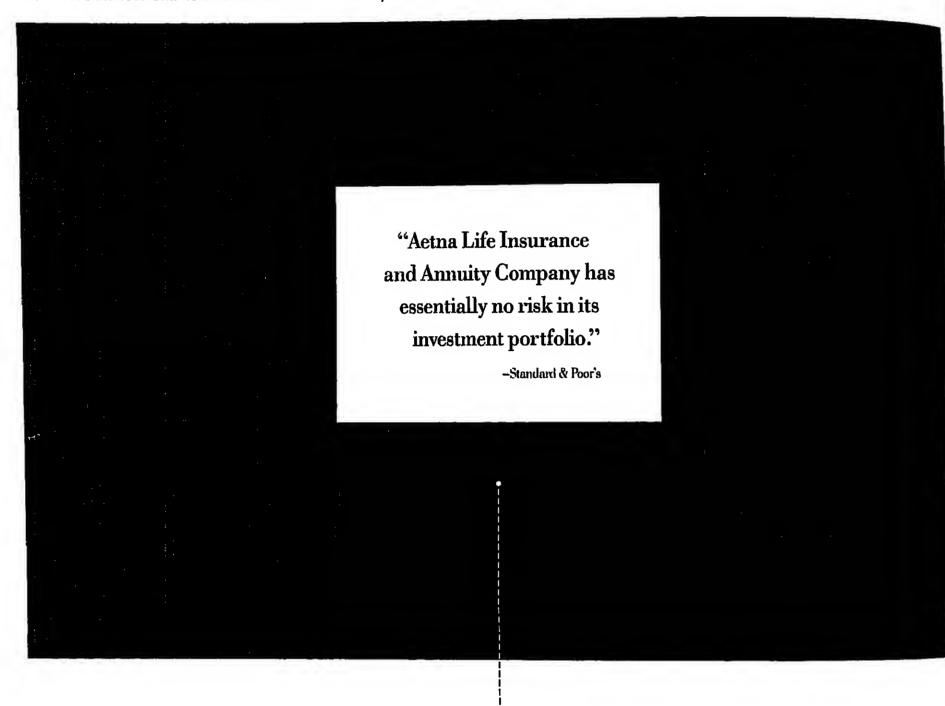
Justice Department documents say that: Members of the Overlap Group frequently resolved differences over aid packages by setting family-contribution levels (the amount expected from students and their families) near the midpoint of those suggested by the two or more institutions that had admitted a particular student. That calls into question the claim of Overlap members that such differences were resolved by careful examination of families* financial records to determine fair aid packages.

■ Members of the Overlap Group, realizing that Stanford University was attracting students admitted to Overlap institutions by offering better aid packages, recruited Stanford to join the organization. Stanford turned down the offer because it believed that Overlap participation could

Some key administrators at Overlap institutions feared that the activities of the group had violated antitrust laws, and they urged member institutions to reconsider the way the group was run. That contradicts numerous statements by college officials that they were shocked by the Justice Department's questioning of the legality of their operations.

Members of the Overlap Group could Continued on Page A27





Who says you can't find good news in the business section? At a time when most people would rather skip the business section and turn right to the comics, Aetna Life Insurance and Annuity Company' has some very good news. Moody's reports, "ALIAC's asset quality is excellent." Duff & Phelps says ALIAC has "the highest claims paying ability" and a "high quality, conservatively managed investment portfolio." This may be the best news our customers read all day. Actna. A policy to do more.

This Week in The Chronicle

scholarship

AGES-OLD DEBATE REVIVED

Should people try to manage nature, or should nature be left alone to manage itself?: A8

THE LESSONS OF LOS ANGELES

Despite years of research on the conditions that can lead to urban unrest, scholars say much remains to be learned about the role of race in American society: A10

ARUESOME TALES OF FOUL PLAY

A professor of entomology at Washington State U. uses his knowledge of insects to help the police solve homicides: A12

Cleama-studies group protests King verdict: A8 NIH director says she supports Human Genome Project: A8 Scientists determine structure of molecule: A11 People's experience of political activism is examined: A11 Sequence of nucleotides in chromosome is identified: A11 Eight new scholarly Journals: A14 64 new scholarly books: A14

Personal & Professional

DECLINE IN BLACK DOCTORATES REVERSED

Black students earned 933 of the Ph.D.'s awarded last year-4 per cent more than in 1990 and 13.6 per cent more than in 1989: Al

ACADEMICS GAIN OPTIONS FOR RETIREMENT SAVINGS ■ The number of colleges offering employees more ways to invest their retirement money continues to climb, if slowly: A17

■ Some TIAA policy holders are pressing the fund for more information on its investment practices: A17

POLICE AND THE EXCESSIVE USE OF FORCE Two scholars awaited the verdict in the Rodney G. King case to put the finishing touches to their book about police brutality: A5

COMBATTING RACISM ON THE CAMPUSES Colleges need policies that deter the few true bigots and educate the well-meaning but insensitive majority: B1

University houses an X-rated art exhibit: A4 President of Olivet Coilege announces his resignation: A4 Seminary breaks ties with founder of psychology school: A4 South Dakota regents seek Information on bomb threats: A5 University cancels performances at church services: A5 Professors at Savannah College want a faculty senate: A17 MIT criticized for 1984 tenure review: A17 Eight new books on higher education: A20

Information Technology

CREATING A 'GLOBAL JUKEBOX'

A multimedia system based on the work of Alan Lomax, the folklorist, will offer scholars recordings and films from more than 400 cultures: A21

U. of Neb. Press puts its catalogue on the internet: A21 Engineering articles available on a campus computer: A21 Company hopes to step into Wisc-Ware's shoes: A21 Data base will offer articles from chemical journals: A23 Librarians use internet mainly for electronic mail: A23 3 colleges share library catalogs on one compact disk: A23 11 new computer programs; 7 new optical disks: A24

Government & Politics

NEW INFORMATION ABOUT 'OVERLAP GROUP' Justice Department documents reveal a different picture of the 23 member colleges from that provided by the institutions themselves: A1

THE 'PRINATIZING' OF PUBLIC HIGHER EDUCATION College officials see the effects of the trend on their Campuses, even as they struggle to understand why it is appening: A25



A Mayan child walks through a cleared and burned field at the edge of a rain forest In Chiapas, Mexico. Environmental scientists, historians, and philosophers are debating how human needs should be balanced with those of other species: A8

PROPOSED PELL GRANT FORMULA

A compromise would help students facing higher tuition, but could hurt some at lower-cost colleges: A25

CONGRESS VOTES TO ELIMINATE SOME EARMARKS The House and Senate both voted to cut more than \$90-million in earmarks for college projects: A28

NO DEBATE ON DIVERSITY

An accrediting agency's practice of reviewing colleges' minority recruitment proved no bar to a federal panel's approval: A28

THREAT TO STATE-UNIVERSITY AUTONOMY Increasing reliance on private support could distort the mission of public universities. Point of View: A48

Ala. Legislature passes a law against Aubum's gays: A25 Ohlo college presidents weigh plea bargains: A26 CUNY moves to strengthen preparation of its students: A26 Court orders Bush science board to keep meeting open: A29 Bankers angry over new student-loan expansion: A29 Judge rules against Education Dept. In default case: A29 Fact File: Defense Department contracts: A29 Federal agencies release list of forthcoming rules: A30

aftermath of the riots: A34

HIGHER EDUCATION'S LARGEST CAMPAIGN TO DATE Yale opened a five-year drive to raise \$1.5-billion for its endowment, academic programs, and repairs: A32

BIGGEST GIFT TO A BLACK COLLEGE The DeWitt Wallace/Spelman College Fund is giving the institution stock valued at \$37-million: A32

USC receives its largest single gift ever: A32 Foundation grants; gifts and bequests: A32

Students

OUTRAGE OVER ACQUITTALS IN LOS ANGELES Administrators, faculty members, and students voiced their anger following the controversial verdict in the Rodney G. King case: A33 ■ Students in Atlanta protested the verdict and the police response to confrontations on campuses: A33 ■ Campuses in Los Angeles try to deal with the

U.S. SURVEY ON ACADEMIC DEGREES The Education Dept.'s annual survey shows that more minority students are earning bachelor's degrees: A36

A third student dies at U. of Illinois: A4 Police use tear gas on students at Iowa State U.: A4 Students unearth tusk of a woolly mammoth: A5 'Nude Olympics' draws charges at Princeton: A5 Drinking said to affect chances of completing college: A33 North (daho student newspaper wins journalism award: A33

AUBURN ATHLETICS DIRECTOR TO STEP ASIDE Pat Dye will remain as football coach but relinquish his duties as head of the university's sports programs: A38

PAYING TO SEE COLLEGE FOOTBALL ON TELEVISION ABC Sports and most of the college football powers plan to offer games on pay-per-view TV next fall: A38

SPORTS DEFICITS AT OREGON UNIVERSITIES A state panel opposes the use of institutional funds to help balance athletics-department budgets: A38

CZECHOSŁOVAKIA WRESTLES WITH COMMUNIST PAST Academics are awaiting the outcome of a challenge to a new law aimed at rooting out those who spied on colleagues for the secret police: A39

BRAZIL TACKLES ITS SCHOOL PROBLEMS Brazil's public universities are getting involved in a campaign to improve the nation's schools: A39

NEW INVESTIGATION OF ACADEMIC'S MURDER The unsolved 1989 murder of a South African professor and political activist will be the subject of an inquiry requested by a state attorney general: A40

AUSTRALIA LETS CHINESE STUDENTS STAY The government agreed to give permanent residency status to 20,000 students who were in the country at the time of the Tiananmen Square massacre: A40

Gorbachev visits site of Churchill's 'Iron Curtsin' speech: A4 IREX gets a new executive director: A39 Newsletter airs efforts to help former Soviet scientists: A39 German foundation opens an office in Washington: A39

"The clear prospect now is that this one-time action will happen only

That's a relief.

Item in the police log at Shippensburg University, as printed in the student newspaper:

"Criminal Mischief: A student reported to the University Police that he observed a white male running into the pine trees on Adams Drive. It was discovered that three pine trees were damaged."

A veritable human bulldozer, that white male.

News item in The Lycaurier, the student paper at Lycoming Col-

"A recent Lycoming Quarterly celebrates the college's ethnic diver-

"But is the campus diverse? . . . "Sophomore Psychology major Leigh Perlmutter said that the minority students seem to form their own cliches."

Everybody does.

Note in the preliminary program of the annual meeting of the Society for Applied Anthropology:

"If you find an error of the listing of your name, paper and / or session title, please send the corrected cony to the program chair so that the error can be corrected in the final program. Please excuse any mistakes in the preliminarly program."

We will if we find any.

Headline in The Profile, the student newspaper at Agnes Scott Col-

TORNADO DRILL TO BE MOVED IN CASE OF BAD WEATHER Makes sense to us.

Clear thinking in the payroll department (from a newsletter at Cuyahoga Community College):

"The final pay date for part-time faculty during the Winter Quarter is March 27, 1992. Payroll checks will be mailed on Thursday, March, unless appropriate forms have been submitted, requesting that checks be delivered to campuses for pick up on December 6."

A memo from the English department at Indiana University of Pennsylvania says:

"All undergraduate English maiors are invited to submit a paper which writes critically about literature to this competition."

Well, for starters . . .

In Brief

A third student dies

at U. of Illinois

URBANA, ILL,-A sophomore at the University of Illinois last week was the third student at the university in the last 15 months to die of a contagious blood infection that can cause meningitis.

Robin Troupe was the eighth student at the university to become infected with meningococcal bacteria since February 1991. Ms. Troupe had been vaccinated against the bacterla along with about 18,000 students at the university, but her doctor said the vaccine is not 100-per-cent effec-

Living in close quarters can increase susceptibility to the infection, doctors say.

University houses

X-rated art exhibit

ANCHORAGE, ALASKA - The University of Alaska was the site of an unusual exhibit last month designed to provide local artists with an opportunity to express their most X-rated visions.

For the adults-only exhibit, entitled "Eros Censored," artists were asked what they would create if they didn't have to fear censorship. The exhibit was organized by the Alaska Humanities Forum. To minimize objections, university officials insured that visitors to the exhibit were at least had approved the use of the galdiscussions on art censorship. | I ing students and campus visi-



Police use tear gas on students at lowa State U.

cers used tear gas at lowa State University (above) to break up a brawl between blacks and whites that occurred during Veishea, the university's annual spring festi-

Twenty-two people were in 21 years old. Officials said they jured and 27 were arrested on a variety of charges including disorlery because the university | derly conduct and public intoxica-

AMES. 10WA-City police offi- 1 tors-attended the spring celebration. Police said the bruwlers had broken windows and damaged street signs and cars. Martin Jischke, Iown State's president, said he doubted that the festival would be held uguin.

A riot occurred at Southern Illinois University last month following Springfest, an annual celebration. Police used Mace and closed seemed an appropriate place for | tion. About 8,000 people-Includ- | off a section of U.S. 51 to try to control the crowd.



Gorbachev visits Westminster College, site of 'iron curtain' warning

Westminster College here, warning that an "iron curtain" had de-Harvey Saunders (right) to a lecscended across Europe, Mikhail lern near the site of Mr. Chur-Gorbachev, the man credited with | chill's 1946 speech, which is con-

FULTON, MO .- Forty-six years | (left), president of the now-dis- | about 20,000 people gathered at after Winston Churchill spoke at | banded Soviet Union, was escort- | Westminster that "one epoch has ended and a second is commenc-

The speech was the first on Mr. helping to raise that curtain, made sidered by some to have marked which is to include a commence-Gorbachev's 13-day U.S. tour. speech of his own.

Last week, Mr. Gorbachev told a crowd of the week.

the beginning of the cold war.

Mr. Gorbachev told a crowd of ty this week.

Contract of the second

Olivet College president says he will resign

OLIVET, MICH .- The president of Olivet College, where a brawl between black and white students resulted in nationwide attention, has announced he will resign.

"I have decided it is in my best interest and that of the college that I retire at this time." Donald A. Morris, Olivet's president for 5 years, said in a statement. Mr. Morris's retirement is ef

fective August 31, but he will star on as a fund-raising consultant of Many of the college's 50 black students left the campus following

the brawl. The students, who said they feared for their safety, completed their classes by mail, Before the resignation, 36 of the college's 46 faculty members had voted no confidence in the presi-

Seminary severs ties

with psychologist

PASADENA, CAL,-The Pulk Theological Seminary has broken ties with the founder of its grade nte school of psychology, lots Finch, a psychologist in & Harbor, Wash., who has been charged with having sex with t

After Mr. Finch acknowledge having had an intimate relation ship with a client, several former patients filed complaints with the Washington State Examining Board of Psychology, which has charged Mr. Finch with ethics violations. Mr. Finch has said be would not respond to the change. Officials at the seminary issued statement saying that it would sever ties with Mr. Finch. He bas been a visiting professor at the seminary, and a symposium on the ligion and psychology and a canpus building bear his name.

Corrections

An item about violence al pienic sponsored by the Univers ty of California at Los Angeles chapter of the National Pan-Hel enic Council, an organization of black fraternities and sororin (The Chronicle, April 22), inch. rectly reported that the police sai some fraternity members had R turned the gunfire of visitors of the picnic. A Los Angeles Police investigation is still underway to determine who was carrying sun and who fired shots.

"Cocky," a gamecock (above). A brief item about a content in which students designed Rubs Goldberg-like machines (The selected to fulfill Cocky's duties. Chronicle, March 25) incorrectly identified the team that won the contest. The winners were from performer who is paid \$18,300 a than does federal law. the University of Wisconshi a year. In 1987 the university decid-Milwaukee.

Students unearth tusk of a woolly mammoth

LAWTON, OKLA.-An archaeology class at Cameron University has unearthed the six-foot-long lusk of a woolly mammoth that could be up to 50,000 years old.

The ivory tusk was discovered a year ago while a soil-sciences dass was doing field work on the campus. Sharon Warner Methvin, an assistant professor of sociology and anthropology, designed a course called "Archaeology Techniques" so that students could earn credit while excavating the finding.

Twenty-two students have worked for four hours a week since January to remove the 200-

to Ms. Methvin. They will be excavated by students next year, pound tusk (right). At least two | she said. Woolly mammoths beteth and a portion of a jawbone | came extinct 10,000 years ago. threats since the fall. In most of

the cases, the campuses were

evacuated. No bonibs have deto-

nated and no explosive devices

have been found. Making a bomb

threat is punishable by one year in

'Nude Olympics' draws

charges against students

PRINCETON, N.J.—Police have

charged 31 Princeton University

students with disorderly conduct

in connection with the "Nude

Olympics" that has become a

winter tradition on the campus.

Every year, sophomores strip

down to hats, gloves, and shoes

and run through the town on the

night of the first snow fall. Prince-

ton Borough officials say that the

event has grown larger and rowdl-

er and that students often are in-

toxicated. The 31 students

charged this year face up to six

months in prison and \$1,500 each

in fines if they are found guilty.

iail and a \$1,000 fine.

still are in the ground, according

South Dakota offers

reward in bomb threats

PIERRE, S.D .- The Board of Regents of South Dakota's universily system has announced a \$5,000 reward for information that lends to the arrest of those responsible for bomb threats at state institutions. The University of South Dakota, South Dakota School of Mines and Technology, and South Dakota State and Black Hills State Universities each have received as many as three bomb



University saves money

io save more than \$16,000 a year

by hiring students

Student church concerts canceled by university

PULLMAN, WASH. -- Washington State University canceled performances by two campus inging groups last month at two church services after the American Civil Liberties Union raised questions about the constitution-

COLUMBIA, S.C.—The Univer- ality of such performances. After a meeting between offisity of South Carolina has decided als of the music department and the campus's legal office, univerby hiring undergraduates to perform as the institution's mascot, sity officials agreed that the participation of a public-university Two or three students will be group in a religious service raised the issue of separation of church Bach will receive a \$500 scholar- and state. Washington State law, ship to perform at athletic and they said, includes an even strictother events. They will replace a er requirement of that separation

University legal advisers said a ed that appearances by its mascot university performance at a had become so popular that it church would be prohibited only hited a former student to perform if it was part of a service. The as Cocky. But lately university of singing groups later gave a conficials have been looking for ways cert on the Washington State camto trim the institution's budget.

officers.

The two professors had finished fill in the details.

Mr. Skolnick fully expected to be adding information about the sentences the police officers would receive. "I was astonished that the cops were not convicted," says Mr. Skolnick, a professor of jurisprudence and social policy at the University of California at Berkeley's law school.

But his co-author, a professor of a former New York City police offisuccessful."

While Mr. Skolnick agrees, he

be published next winter by the Free Press.

the communities they serve. And it Tv-cop standard" of a police force describes possible reforms. In cases of police brutality, Mr.

tims are not totally innocent," Mr.

Fyfe says, "Rodney King was not

totally innocent. Racial issues

aside, the jury is put in a funny posi-

James J. Pyfe: "Criminal prosecutions of police officers

who use excessive force are generally unsuccessful."

book called Above the Law: Police Fyfe says, securing a guilty verdict and the Excessive Use of Force, to is difficult because juries are being asked by the prosecution to side with the bad guys. "The problem is that most vic-

Ever since the verdict, they have been among the scholars sought out by the nation's news organizations

Above the Law examines the sit- son who was victimized by the pouations in which police brutality has most commonly occurred, such as during police Interrogations and riots. It discusses various explanations for why police brutality happens, including that some police departments become insulated from jury was encouraged to apply "a

under constant threat of violence. In reality, he says, "Almost everyone a cop runs into on the street does exactly what the cop says. You have to ride in a police car to

> realize that. "So when police run into someone who doesn't act in the way the police officer has become accustomed, the person is showing disrespect. And no one does that more than a motorist who flees."

tion of having to decide that a per-'Close to Lynching' lice did not get just what he de-

By the end of a high-speed car chase, Mr. Skolnick says, the The judge's decision to move the adrenaline of the officers is flowing trial to a predominantly white comand they rarely treat the suspect munity certainly helps explain the gingerly. "The cops should have verdict. But Mr. Fyfc also says the arrested Rodney King," Mr. Skolnick says. "They didn't have to treat him gently. But they came perilously close to lynching him." The two professors share similar

scholarly interests. Mr. Skolnick received his doctorate in sociology from Yale University in 1957 and joined the faculty at Berkeley in 1962. He's written several books about the police and the criminal-justice system.

Mr. Fyfe's expertise is in the area of police use of force. He has testifled in dozens of court cases, both against police officers and on their shalf. He earned a Ph.D. in criminal justice at the State University of New York at Albany in 1978. He left the police force after 16 years to

Both professors say that people should not be disheartened about the possibility of reforming police forces. Their book examines failed reforms as well as promising ones.

"Police brutality, in many departments, is an aberration," Mr. Skolnick says. "And when it occurs it's a deep, dark secret. It's not out in the open like in Los Angeles. That's when you know it's institutionalized, when you can have 20 cops watching as it happens."



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Examining the Explanations for Police Brutality

Jerome H. Skolnick and James J. Fyfe began writing a book about police brutality shortly after the videotaped beating of Rodney G. King by four Los Angeles police

the first draft. They had written a chapter on the case, but were awaiting the outcome of the trial to

justice at American University and cer, was not as surprised. "Our experience in the United States," Mr. Fyfe says, "is that criminal prosecutions of police officers who use excessive force are generally un-

thought this case would be different: "In most cases where claims of police brutality are made, the evidence is not nearly as compelling. You don't have a videotape."

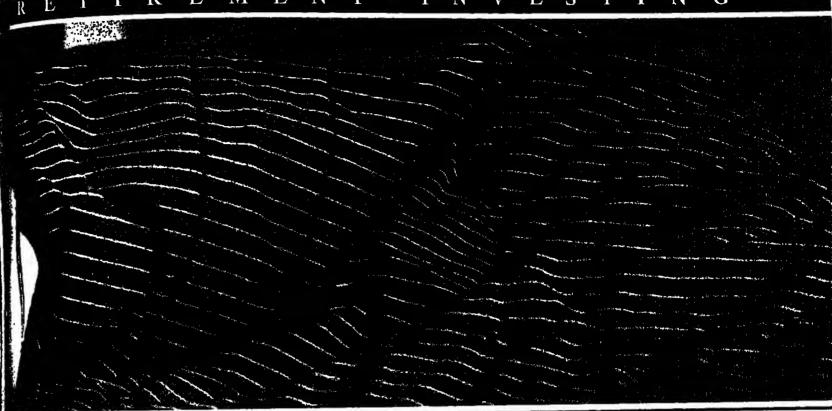
The two professors are writing a

Sought-After Scholars

to make some sense of it all.



Jerome H. Skolnick: "Police brutality, in many departments, is an aberration. And when it occurs it's a deep, dark secret."



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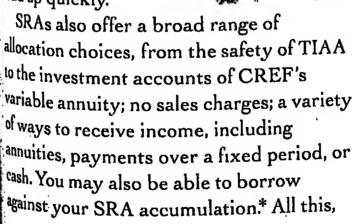
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Images of riot-torn Los Angeles punctuated last week's annual meeting of scholars whose business is to analyze film and television imagery.

More than 180 members of the Society for Cinema Studies signed a petition at the Pittsburgh meeting expressing outrage at the Rodney G. King verdict. The petition argues that repeated showings of the videotape depicting the beating of Mr. King may have "desensitized" the jury.

"They saw it in slow motion, unalytically—as the defense supplied a 'reading' of the appropriateness of each officer's action," the petition said, "This demonstrates how close readings can incur misreadings."

The petition added: "Even with visual evidence, blacks' experience of police brutality does not count."

Professors debated whether they could argue that the videotape represented reality, since so much of their scholarly work tries to challenge what one professor called "the ideology of the visible."

"A lot of us in the profession have questioned the discourses of realism," said Anne Friedberg, assistant professor of film studies at the University of California at Irvine. "But we wanted to intervene in the heat of a political moment."

Bernadine P. Healy, the director of the National Institutes of Health, moved last week to reassure scientists that she supports the Human Genome Project.

James Watson, a Nobel Laureate and the director of the Cold Spring Harbor Laboratory, has quit as director of the NIH center that administers the genome project after a conflict with Dr. Healy over his stock holdings.

Mr. Watson has cited government inquiries about his financial holdings in biotechnology companies as one reason for his departure. Mr. Watson also said he had always intended to leave the project, which is now more than two years old, after it was up and running.

Last week, Dr. Healy held a "niedia advisory" session to say that the genome project, which has a \$105-niillion budget this year, is still on firm ground. She sald she considered the genome project to be one of the jewels in the Nih crown and named Michael M. Gottesman, the chief of the cell-blology laboratory at the National Cancer Institute, as acting director of the genome center.

A search committee has been formed to look for a permanent replacement for Mr. Watson. Anyone hired as the center's director, Dr. Healy said, will have two choices about what to do with financial holdings in companies that might be affected by the genome project: Sell the stocks that might pose a conflict of interest or put them in a blind trust.

"I would have been pleased if Dr. Watson had chosen either of those options," she said.

Scholarship

New Ferocity Marks Ancient Debate Over Humanity's Relationship to Nature

Some scholars question whether wilderness, as a place untouched by people, really exists

By DAVID L. WHEELER

The ancient debate over humanity's relationship with nature is being revived with a new ferocity as environmental scientists, historians, and philosophers argue about how human needs should be balanced with those of other species.

The ideological debate is often masked by the details of confrontations over preserving tropical rain forests or endangered species, but scholars who are tracking the discussion say it could determine the future of the environmental movement.

At the core of the latest round of arguments, which are being expressed in forums as varied as *Bioscience*, a magazine for ecologists, and last month's meeting of the Association of American Geographers, is the question of whether humans should try to manage nature or if nature should be left alone to manage itself. In looking at the state of the planet today, scientists are questioning whether wilderness, usually conceived of as a place untouched by humans, really exists.

While many scientists say that ecosystems untrammeled by humans do exist and need to be kept pristine, others argue that humans have already shaped most of the planet's landscape, even what was once considered virgin forest.

Arturo Gómez-Pompa, a professor of botany at the University of California at Riverside, says that in more than 20 years of research in the tropics of Mexico he has

been searching for undisturbed forest to compare with vegetation where Mayans have lived to see how the Indians affected their environment.

"I began seeing that it was very difficult to find places we were sure were undisturbed," Mr. Gómez-Pompa says. "There was always something that led me to believe people had been there."

'Absurd and Wicked'

In an article called "Taming the Wilderness Myth" in the April issue of Bioscience, Mr. Gómez-Pompa and Andrea Kaua, a graduate student in anthropology, argue that many other regions of the planet once considered to be free from human influence have been altered by civilization's presence. Scientists, the authors say, need to look to rural people of the present and the past to gather wisdom about how humans can coexist peacefully with their natural environment.

But many people believe that the idea that wilderness does not exist is an attempt to justify unchecked population growth and the exploitation of resources in wilderness areas. "To define away 'wilderness' as a concept just because nothing is pristine is both absurd and wicked," says David Ehrenfeld, a professor of biology at Rutgers University and the editor of the journal Conservation Biology. "There are places where no people or scarcely any people can get to, and these places are wilderness. Just because there are effects you can demonstrate from civilization doesn't negate that."

The winning argument about wilderness could carve the intellectual riverbed down which the environmental movement will run. A belief that humans have already left their stamp on what used to be considered remote, undisturbed jungle leads more readily to a strong role for humans as the best managers of the environment in the future. The view that wilderness was shaped largely before the arrival of humans and represents powerful forces beyond our intelligence and control is more apt to lead to "nature reserves" that would be fenced off from human influences.

An Ideological Conflict

James D. Proctor, a doctoral student in geography at the University of California at Berkeley, has studied the controversy over saving the northern spotted owl in the old-growth forests of the Pacific Northwest. He says he found an ideological conflict between the environmentalists' "ecocentrism" and the timber industry's "neo-anthropocentrism."

. Mr. Proctor says paper companies, min-



away 'wilderness' as a concept. Arturo Gómez Pompa (in a Mexico City park): "It was very just because nothing is pristine is difficult to find places we were sure were undisturbed."

ing corporations, oil companies, and others in the business of extracting resources from land have updated their turn-of-thecentury position that America's forest should be used to create jobs and make products for Americans.

"The timber industry now argues," he says, "that forests need to be managed not just to help us but because nature is a bit untidy and a little inefficient." A video produced by Caterpillar Inc., which makes heavy equipment used in logging, shows lightning starting a forest fire and then gon to suggest that logging both keeps forests healthy and helps humans by clearing out dead wood and old trees.

Ecocentrism, Mr. Proctor says, holds that humans have a moral obligation to be other species thrive. "You can't always wait for a human argument to protect the environment," he says. "There are aspects of nature that are less glorious than majestic old-growth forests but that sall need to be saved."

Radical environmental groups such as Earth First! scoff at mainstream environmental groups that will use any argument available, including possible benefits for humans, to argue for the preservation of wilderness.

The Planet as an Ark

Ruderick Nash, a professor of history and environmental studies at the University of California at Santa Barbara, says

groups like Earth First are "not just looking at the planet as recreation or scenery for human beings but as an ark where other species should be allowed to do their thing."

Scholars say the ideological battle between anthropoceatric and ecocentric views may come to the fore at an "Earth Summit"-officially the United Nations Conference on Environment and Development-in Rio de Janeiro in June. At the meet ing, the desires of developed countries to save species, reduce pollution, and preserve the environment are expected to come into conflict with the needs of developing countries, which do not want strict environmental controls to halt their progress loward the prosperity that developed countries already enjoy.

A compromise is already being crafted using the term "sustain able development," usually defined as economic growth that does not destroy the natural resources necessary for future human prosperity or survival.

But the sustainable-development concept could run like sharp opposition from some environmental scientists who are expected to attend the meeting

alongside politicians. "The iden of sustainable development is a fraud," says Rutgers's Dr. Ehrenfeld. "Continued expansion and growth aren't compatible with preservation."

The beginnings of a clash between human economics and the natural world may have been born between 10,000 and 15,000 years ago during the beginning of agriculture, historians and philosophers say.

Mr. Nash, the environmental historian and the author of Wilderness and the American Mind (Yale University Press, 1982), says that after the advent of domesticated animals and farming, land and animals outside the control of humans may have become "wilderness."

Europeans, who were used to being surcounded by cultivated land, came to America viewing its wilderness as a dangerous, dark, and "howling" wasteland. Today, Mr. Nash says, Americans appreciate the wilderness so much that places like the

"The idea of sustainable

development is a

fraud. Continued

expansion and growth

aren't compatible

with preservation."

Grand Canyon are being "loved to death" by backpacking and river-rufting enthusi-

Others note that along with the appreciation of wilderness has come a negative, if sometimes correct, portrayal of humans as vile creatures who have trushed the earth.

The environmental movement has "laid agreat deal to say about how we should not do this and not do that," says William R. lordan, III, director of public outreach at the aboretum at the University of Wisconsin at Madison. Mr. Jordan is also the editor of a journal called Restoration and Management Notes, which runs articles about returning damaged natural areas to their original states.

"Even though that's sometimes sound advice," Mr. Jordan says, "it leaves us with the Impression that nature would be better off if we weren't here. The idea that nature is everything we haven't touched is prelly depressing."

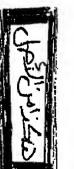
'Last Great Places'

One preservation group has decided that the best solution, both practically and philosophically, to resolving the man-vertus-nature conflict is to try to save preserves by also working with the people who live near them. Last year, the Nature Conservancy, which has usually been concerned solely with buying and preserving land, announced a "Last Great Places Initiative."

The "great places"—core areas owned by the conservancy that are critical to the survival of a species or a type of ecosystem—are to be surrounded by "buffer zones" that the conservancy does not own. The group will try to persuade neighbors of the core areas to adopt agricultural, water-use, and industrial practices that do not threaten the preserve. Those who live near preserves will also be recruited as vol-



Rural people can help reveal ways in which humans can coexist with nature, says Arturo Gómez-Pompa of the U, of CsI, at Riverside. He has studied how Mayans, such as this child in Chiapas, have affected their environment.





directed at Korean shopkeepers demonstrates that race relations are no longer simply "a black-white issue."

Following Los Angeles Riots, Social Scientists See Need to Develop Fuller Understanding of Race Relations

By ELLEN K. COUGHLIN

Reflecting on the riots that erupted following the verdict in the trial over the beating of Rodney G. King, many social scientists agree that, despite all they have learned in the last 25 years about the conditions that can lead to urban unrest, researchers still need to develop a more sophisticated understanding of race and race

"Looking at what we saw in Los Angeles, the racial stereotyping and the racial animosity, they have to hit you as a whole lot more important than more remote things like employment rates and the welfare system," says Christopher Jencks, a sociology professor at Northwestern University. "It seems we're always trying to reduce race to something else. Out there. on the streets, the problem is that race doesn't reduce to something else."

Researchers Brought Up Short

Since the wave of civil disturbances in the late 1960's, social scientists have amassed a large body of research on poverty, on the effects of urban decay, on the lack of economic opportunities in the linner . city, on racial and economic segregation in metropolitan areas, and a host of other issues that came into play in the Los Angeles

In addition, the condition of blacks in American society has been the focus of a great deal of study. In 1989, the National

Research Council released a long-awaited report on black Americans that pulled together a mass of research on their economic status, educational attainment, health, family structures, political participation. and involvement in crime and the criminaljustice system.

In other words, there is no dearth of scientific explanations for what happened in Los Angeles. But the thing that seems to have brought many social scientists up short-as it did most of the rest of the Afro-American studies at Yale University, "doesn't ferret out the extent of bias in the criminal-justice system."

"I don't think that these were 12 unredeemed, bigoted racists," he said of the jury in the trial of four white Los Angeles police officers accused of using excessive force in the arrest of a black man. "But basically there was an Insensitivity and an inability to put themselves in the place of Rodney King." Mr. Jaynes directed the

"Unlike the physical sciences, where you can establish laws

that operate in perpetuity, most of what we think we know about social reality is going to be obsolete in the near future."

learned about the role of race in American; report on black Americans.

Social scientists interviewed last week search on race that still need to be pursued: study of racial stereotyping; public-opinion surveys that incorporate the views of more blacks, Latinos, and Asians, investi-

examine the existence of racism in the criminal-justice system. Most social-sclence research, said Gerald David Jaynes.

country-was how much is still to be study for the National Research Council's

Other researchers, pointing to the ...amount of violence in Los Angeles that ticked off a varied list of the kinds of real black rioters directed toward Korean shopkeepers, insisted that social scientists ineeded to begin to see race and race relations in a vastly more complex light.

"Those of us who have studied race regation of the new forms that racism has lations for a long time have dealt primarily taken in the post-civiling hits era.

With blacks and whites," said Reynolds Several scholars pointed to the need to Parley, a research scientist at the University of Michigan's Population Studies Conter. The degree of animosity between blacks and Koreans in Los Angeles is dra-

matic evidence, he said, that race relation ure "not simply a black-white issue."

Michael Omi, a sociologist who is an as sistant professor of Asian-American ethnic studies at the University of Califor nia at Berkeley, agreed.

He noted that, at the turn of the century, race-relations theory drew much of its evidence from the European immigrants who came to the United States, and research tended to focus on such questions as pa terns of settlement and involvement electoral politics. After World War II. black-white conflict became more salient much social-science research tried to get a the issue of social and political inequality and what to do about it.

"The current influx of Asian and Latin intmigrants, I think, will usher in a new of examining the limits of those models, he said. "It's no longer this bipolar mode of race relations."

Beyond that, Mr. Omi argued, scholars need to develop a more nuanced under standing of the idea of race itself, especially how people think about race—their ord and others'. "There's been a way," h said, "in which race has been treated as independent variable-race and poverty race and crime, race and attitudes. need to look at changing concepts

Some said, however, that in the list feet race." decades much social-science research by race has been stymied by scholars, the

We were fearful of blaming the vicin," said John D. Kasarda, director of the Kenan Institute of Private Enterprise at the University of North Carolina at Chapel Hill. "There was a concern that the reearth would be misused."

tack to tackle some of the more sensitive isues, for fear of being branded racist.

Over the last 20 years, for example, Mr. Kasarda's research has focused on the causes of urban poverty, particularly the nismatch between the kinds of jobs now wailable in the cities and the skills that post people in ghetto neighborhoods possess. He has long advocated such solutions in the problem as vocational training and ax incentives to build affordable housing nareas where low-skill jobs can be found.

Fear of Racist Label

While he still holds with that interpretaion. Mr. Kasarda said, he now also thinks that some changes—in attitudes and family values, for instance—have to come from sithin the community itself. That kind of focus on individual responsibility, Mr. Kaand said, is what he and other social scientists fear could be labeled racist-a fear that is often justified, he added.

Others agreed. In the early part of the century, said Mr. Farley, race-relations resuch tended to emphasize genetic charsteristics, with a view to differentiating between "good and bad immigrants."

"We needed to get away from those mindiced views." he said. On the other hand, Mr. Farley added, researchers do seed to look at how some immigrant groups bring with them certain skills and family values that contribute to their success in the United States.

"There is a way in which we have avoidd some of those topics." he said.

Mr. Jencks agreed to a point, but argued that some of the most sensitive racial issues involved questions that are not easy to investigate. "How do you design research that says whose fault something is?" he asked.

For example, he said, a researcher might conduct a study showing that black teenagers working at a Burger King show up more or less frequently than the Hispanic employees. "But the question, Why is that?, isn't very easy to test," he said. "It doesn't lend itself to methods of quantitative social science-which has the most influence on public policy."

'Problems Haven't Disappeared'

Quite apart from racial sensitivities and difficulties in doing certain kinds of research, scholars doubted whether social science would ever be able to influence public policy to the degree that the kind of violence that occurred in Los Angeles could be avoided. For one thing, they said, istormation gleaned from social-science trearch is only one factor in the many that into the making of public policy.

Besides, said A. Wade Smith, a sociololy professor at Arizona State University, tocial milieu is always changing, and social science usually has to struggle to

"Unlike the physical sciences," he said, where you can establish laws that operate n perpetuity, most of what we think we now about social reality is going to be obsolete in the near future. This is going to require that we re-acquaint ourselves with

Social scientists, Mr. Wade said, have accumulated a lot of data showing that large segments of every racial and ethnic group are in different economic and social situations than they were in the 1960's. "But problems haven't disappeared," he said, "They've just changed."

RESEARCH NOTES

■ Scientists determine structure of molecule containing 317 atoms

Men's and women's experience of political activism is examined

Researchers identify sequence of nucleotides in chromosome

Scientists have used supercomputers and a mathematical technique to determine the structure of a molecule containing 317 atoms.

The researchers say the molecule, an antibiotic known as gramicidin-A, is the largest molecule ever analyzed by such a method.

Using crystallography techniques and the rules governing the bonding of atoms alone it took one scientist 14 years to determine the structure of gramicidin-A. Now other researchers at the State University of New York at Buffalo and the Medical Foundation of Buffalo have solved the same problem with about three months of computer

Their research, the scientists say, shows that the new mathematical technique used on the computer could also be employed to determine the structure of other molecules of a similar size. The structures of molecules both larger and smaller than gramicidin-A can be determined using various methods that combine mathematics and crystallography. in which researchers determine molecular structures by analyzing the patterns of X-rays that have been bounced off molecules.

Knowing exact molecular structures is useful to biochemists trying to understand the role of chemicals in reactions and to drug designers trying to stop the action of harmful chemicals in disease processes.

The Buffalo scientists used an equation created by Herbert A. Hauptman, president of the Medical Foundation of Buffalo and a research professor of biophysics at the university. Another mathematical method for finding the structure of molecules earned Mr. Hauptman a Nobel Prize In

In the new method, data taken from crystallography experiments performed on a molecule are plugged into Mr. Hauptman's equation. Solutions to the equation give the scientists many possible chemical structures to choose

Those structures are displayed on a computer monitor, and crystallographers use a combination of knowledg and intuition to determine which structure is the right

The research was described at a crystallography meeting at the University of Alabama at Birmingham last month.

-DAVID L. WHEELER

Among the volunteers who took part in the Mississippi Freedom Summer project, women later tended to attribute greater personal significance to their participation than did men, says a sociologist at the University of Ari-

In 1964, hundreds of Northern college students, most of whom were white, traveled to Mississippi to help with a massive drive to register blacks to vote. For a study of the differences in the way men and women experienced that event, reported in the current (March) issue of the American Journal of Sociology, Doug McAdam gathered data in 1983-84 on 330 volunteers who had applied to take part in the project, and later conducted in-depth interviews with 80 of them.

Mr. McAdam found differences in the way men and women were recruited to the project, as well as in their respective experiences during that summer. Most significantly, he found that, while participation in Freedom Summer tended to have a greater effect on the subsequent political behavior of the men than on that of the women, women attributed greater significance to the event. The data showed that the men had experienced a greater increase in their political activism in the years immediately

GramioldinA is the largest molecule ever analyzed using

supercomputers and a new mathematical technique.

after the project, but the women, 20 years later, felt more strongly about its impact on their lives.

That can be explained in part, Mr. McAdam says, by the fact that the women who participated in Freedom Summer were more politically involved than the men were before the project began, and so did not experience as great an increase in activism afterward.

Furthermore, he says, most of the women in his study expressed some degree of adherence to the feminist movement, Mr. McAdam speculated that the transition from the civil-rights movement to the women's movement helped to keep their activist instincts alive. Once the antiwar movement of the late 60's and early 70's ended, he suys, men did not have a similar outlet.

-ELLEN K. COUGHLIN

For the first time, scientists have determined the complete sequence of the nucleotides, or chemical units, that make up a chromosome.

In the May 7 issue of the journal Nature, scientists from the University of Manchester Institute of Science and

Technology and 35 other European institutions reported determining the sequence of a yeast chromosome.

The sequence is the most detailed map that can be obtained of DNA, the chemical in genes and chromo-

The European scientists said the sequence of the yeast chromosome was about 315,000 nucleotides long. By comparison, the complete set of human genes is estimated to contain about three billion nucleotides.

The sequence came from one of 16 chromosomes in bakers' yeast, a commonly used organism in genetic re-

The researchers said they had found 55 new genes on the chromosome and were beginning to find out what protein is made from each of the

Each research center in the project sequenced a portion of the chromosome and then disrupted genes they found on their portion to try to determine gene function.

Three of the newly discovered genes are considered to be essential for life, since the yeast could not survive when they were disrupted.

"The results so far," the researchers wrote, "indicate that there are vast areas of yeast genetics of which we are completely ignorant and emphasize the need for molecular genetics and physiological studies to proceed hand-inhand."



About a dozen times a year, E. Paul Catts receives a shipment of insects with a gruesome tale to tell.

In specimen bottles sent to his laboratory at Washington State University, Mr. Catts finds larvae and adult specimens of various insects, suspended in growth at the moment a crime-scene investigator took them from a dead human body and dropped them into preserving

It is the nature of Mr. Catts's work that most of the bodies are of victims of foul play.

Mr. Catts, a professor of entomology, uses the evidence, which comes from around the Northwest and sometimes further afield, to estimate the time of death of the body that was host to the insects. That information, crosscheeked against missing-persons files, can help identify victims.

More dramatically, it can narrow down, often to one, the number of murder suspects. The time of death may, for example, point to a person who was in the victim's company. Or the types of insects found on a body may help investigators scut-

Amidst an explosion of investigative techniques, "forensic entomotogy is becoming more and more prominent as a part of criminalistics."

tie an alibi by showing that a murder did or did not occur at the discovery site, or at another location.

Mr. Catts is one of a small band of forensic entontologists around the country who use their knowledge of insects to assist law-enforcement officers and other invesligators.

Wayne D. Lord, a special agent who trains colleagues in the collection of forensic-entomology evidence at the Federal Bureau of Investigation Academy in Quantico. Va., says: "Forensic entomology is becoming more and more prominent as a part of criminalistics," at a time when techniques from a wide variety of scientific disciplines are emerging in "an explosion of technologies."

Mr. Lord, Mr. Catis, and several colleagues recently published Entomology and Death, a manual of forensic-entomology findings and procedures used by investigators and other specialists.

Typically, medical examiners are able to fix the time of very recent deaths. Forensic anthropologists work at the other extreme of human decomposition-with the skeletons that remain after insects and other animals have done their work. Forensic entomologists work with the long period between those extremes.

The first recorded use of insects in this way dates from 13th-century China, but the discipline's modern era began with cases and studies in France in the mid-19th century. Not until the 1970's, however, was it practiced regularly, aided by

Greenberg, recently retired from lawsuits involving insect infesta- in a given region, and in the comthe University of Illinois at Chication of food products, require dealings and goings-researchers call it go, who compiled many forms of ing with unsavory evidence. "We the "succession"-of many kinds baseline data about such aspects as are not at a place where even a of insects and larger scuvengers. the development of the blowfly pupal cases, or puparia.

As recently as 10 years ago, the number of forensic entomologists in the United States was small enough that most could gather around a single table at entomology conventions. They dubbed themselves "the Dirty Dozen."

Their number has grown to about 20, but forensic entomologists suspect their line of work will never attract many colleagues. Even the more mundane aspects of larvae. They need to be versed in

entomologist." Mr. Catts said.

Predictable Patterns

In his laboratory here, Mr. Catts is studying samples, sent to him by Montana authorities, of insects found on the bodies of a husband and wife who were shot dead. In investigating such cases, forensic entomologists gauge the age of insects on corpses, based on such features as the length and mass of The process of fixing the nost-

such researchers as Bernard the discipline, such as testifying in the life cycles and types of insects

The succession of insects to a corpse, researchers have found, occurs in a predictable pattern of overlapping waves over a period of years. Blowflies and other flesh flies arrive within an hour. Next come smaller flies; then beetles and wasps that feed on the fly larvae-or maggots-and then on dry remains. Often, dogs scatter body parts, disrupting the succes-

mortem interval is simple to de-

scribe but no easy task to perfor In addition to weather, other ven ables may cloud the picture: W the body clothed? Or bundled in blanket or plastic, or bunch

burned, or under water? Painstaking investigations such variables are being conducted around the country.

At Louisiana State University C. Lamar Meek, professor of entemology, is investigating the was the blowfly invasion of corpses affected by such surrounding envi roninents as pastures, ponds, pir forests, and mixed hardwood f ests. In another set of tests, igdelayed invasion, he placed deal pigs in the trunks and passenger compartments of cars and left then to decompose.

Pigs are widely used by form

At the University of Hawaii at Manoa, M. Lee Goff, associate Gofessor of entomology, has been sudying how the presence of gaces of illicit drugs in the tissues of corpses affects the rate of larval development. The work has had the unanticipated benefit of showing that, long after decomposition has made fresh tissue samples unavailable, the puparia of insects that have fed on the corpse can indicate whether drugs were present in the victim.

Enlightening' Experience

At the University of Tennessee's Anthropological Research Facility, unclaimed bodies from medical examiners' offices are laid out,

within a fenced enclosure, to de- not work full time on it. His major - Cumberland Mountains of Tennescompose. The facility's main purresearch, here and earlier at the sec of the skull of a 15-year-old girl. nose is to build a library of skeletal remains for forensic anthropolosearch has been performed there.

In 1989, Neal H. Haskell, a veteran crime investigator who is science, and wildlife biology. He and other conditions into considercompleting a Ph.D. dissertation at also offers a course for non-science ation, they were able to determine Purdue University on blowflies, visited the facility for what he calls "an extremely enlightening experience." In an experiment intended to compare the decomposition of human body each day for 35 days, and studied the insect succession at close range.

rensic work began in the 1970's. kell of Purdue University, of a 1989 a working relationship with the

world history.

University of Delaware, has been It had a nest of paper wasps inside into livestock losses caused by in- it. Mr. Catts and Mr. Haskell knew gists, but some entomological resect infestation. He teaches that the skull had had time to dry courses in medical entomology to out after the completion of blowfly students of entomology, veterinary activity. Taking meteorological majors on the place of insects in that she had been dead for 18 months. That information led to the girl's identification.

Mr. Catts works on cases in his His work has aided in the prose- laboratory; he is still waiting for pigs with that of humans, he took cution of several murderers. Some his first opportunity to visit the several samples from a decaying of his cases have been part of a actual scene of a body's discovery. continuing, intensive investigation By contrast, Mr. Goff in Hawaii of the "Green River" serial killings never has far to travel to discovnear Seattle. He is proudest, how- ery scenes on the small island Mr. Catts's involvement in fo- ever, of his analysis, with Mr. Has- of Manoa. He has built so close He, like others in the field, does case involving the discovery in the police, he says, that "they'll

do anything." That is ideal, he says, because "no matter how much I train them, an entomologist will generally find things they

Because the work of forensic entomologists is ghastly, Mr. Catts says, they, like other crime investigators, build a measure of self-protective humor into it.

"You have to have a sense of humor to do this work," he says. But he sounds only half-convinced that even that helps.

"Sometimes I see some of the photos that come in and I'm really sickened by it, that someone would waste a human life like that, and to do it in that way-not just to murder them but to brutalize them or

Humanity's Place in Natural World **Examined Anew**

Continued From Page A9 unteers to work in the preserves themselves.

Looking at humans as an integral and helpful part of endangered ecosystems may require changing the direction of research, environmental scientists say. Marjorie Holland, public-affairs director of the Ecological Society of America. says Mr. Gómez-Pompa's recent paper "sets the stage for more interdisciplinary research '

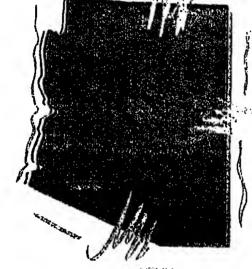
While the "Man in the Biosphere Program" of the United Nations has attempted to conduct research on what role humans play in ecosystems since 1971, its critics say that too often scientists in the program have found it easier to study hydrology or geology than to work with social scientists and consider the unpredictable variables that humans can introduce to

'Sustainable Biosphere'

Now more ecologists may begin to take their cue from Mr. Gomez-Pompa and the Ecological Society of America's "Sustainable Biosphere Initiative." The effort calls for careful consideration of human population demographics, economic demands on ecosystems, and the recognition that, according to a booklet published by the society, "humans are essential elements of the ecosystem we study."

While some environmental scientists are calling for more research on the human role in ecosystems and the potential of human management of ecosystems, others worry about the effects of too much management and about scientists' creating the illusion that they know more about natural processes than they do. Mr. Nash has written that a "garden scenario"-a pastoral vision of the future with humans as benevolent managers of the earth-is as threatening to the wilderness and the environment in general as the "wasteland scenario"-in which asphalt, steel, and toxic wastes cover the earth.

"Preservation is a concept of planetary modesty where wildness is a civilization in and of itself," says Mr. Nash. "There's a civilization of the elk, the beaver, and the chickadee."



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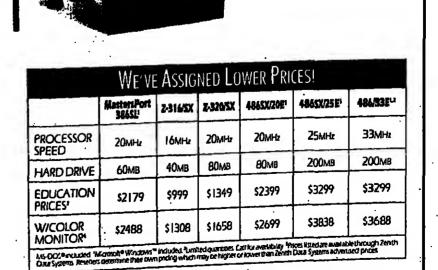
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fum 1834 to 1915.

esce for Brazilian workers.

Project: The Los Alamos Years, by Fe-resc Morton Szasz (St. Martin's Press;

(\$7 pages; \$45). Discusses the activi

es of some two dozen British scien-

NEW SCHOLARLY JOURNALS

The following list of new journals has been compiled from information provided by the publishers or editors, many of whom will provide a sample copy on request. Prices and frequency of publication are subject to change without

Blodiversity and Conservation, edited by Alan T. Bull and Ian R. Swingland University of Kent. Presents articles on all aspects of biological diversity and its relationship to sustainable de velopment; topics in the first Issue in-clude tree-killing ants in the Peruviar Amazon, pollution and the worldwide loss of biodiversity, and methods o ussigning economic value to environ

(Editorial correspondence: Daniel Simberloff, Department of Biological Sciences, B-142, Florida State Univer sity, Tallahassee, Fla. 32306; subscription correspondence: Chapman & Hall, Journals Promotion Department, 29 West 35th Street, New York 10001;

four times a year; \$70 a year for indi-

viduals, \$170 for institutions.) Contemporary European History, edited by Kathleen Burk, University College London, and Dick Geary, University of Nottingham. Covers European po litical, diplomatic, social, eco and cultural history from 1918 to the present, with an emphasis on articles written from a comparative perspective; forthcoming "theme issues" will focus on central banks in politics in the

FELLOWSHIPS

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Library Science Program

Urban Library Youth Specialist Fellowships Available

Students interested in working with youth from multi-ethnic/racial backgrounds in urban areas are encouraged to apply for one of eight (8) fellowships available in Wayne State University's Library Science Program. The fellowships will provide tuition, fees, books, and a slipend for one year. The Library Science Program will provide funding for all management and project costs. To be eligible, applicants must meet Wayne State University Graduate School and Library Science Program admission criteria and must plan to specialize in public library youth services. Upon completion of the requirements for graduation, students will be awarded a Master of Science in Library Science degree.

Fellowship applicants should forward a letter of interest indicating current academic status, career goals, and a current resume by August 1, 1992 to: Dr. Carole J. McCollough, Utban Library Youth Fellowship, Library Science Program, Wayne State University, 106 Kresge Library, Detroit, MI 48202. These fellowships are made possible by a grant of \$86,400 from the U.S. Department of Education, Office of Educational Research and Improvement, HEA Title IIB.

ment, and a divided Germany in a di-vided Europe.

(Editorial correspondence: Kathleen Burk, Department of History, University College London, Gower Street, London WCIE 6BT; subscriplion correspondence: Cambridge University Press, Journals Department, 40 West 20th Street, New York 10011; three times a year; \$39 a year for individuals, \$65 for institutions.)

Dynamic Systems and Applications, ed-

ited by M. Sambandham, Morehouse College. Features research on differential, partial-differential, functional, integral, and integro-differential equations; the discrete analogues of such equations; and such equations' appli-cations in various branches of science

(Editorial correspondence: M. Sambandham, Department of Mathematics, Morehouse College, 830 Westview Drive, S.W., Atlanta 30314; subscription correspondence: Dynamic Publisher, P.O. Box 48654, Atlanta 30362; four times a year; \$50 a year for indi-

viduals, \$115 for institutions.)
The Emily Dickinson Journal, edited by Suzanne Juhasz, University of Colora-do at Boulder. Publishes essays on the life and work of the 19th-century American poet and on her relations to the traditions of American poetry and women's literature; also includes reviews of new Dickinson scholarship.

(Editorial correspondence: Suzanno Juhasz, Department of English, Cam-pus Box 226, University of Colorado, Boulder, Colo. 80309: subscription correspondence: University Press of Colorado, P.O. Box 849, Niwot, Colo. 80544; twice a year; \$30 a year for individuals, \$50 (or institutions.)
Financial Markets, institutions & instru

ments, edited by Anthony Saunders, New York University. Presents re search on market efficiency, mutual fund performance, venture capital and other topics in the field of financial economics: four of the lournal's five yearly issues will present one mone graph-length article on a single topic, with a fifth issue giving an overview of algnificant developments in financial markets and financial theory in the

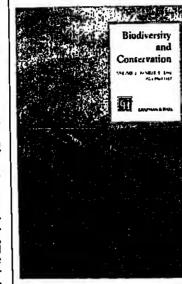
(Editorial correspondence: Anthony Saunders, Leonard N. Stern School of Business, New York University, 1307 Merrill Hall, 90 Trinlty Place, New York 10006; subscription correspon-dence: Blackwell Publishers, Sub-scriber Services Coordinator, Three Cambridge Center, Cambridge, Mass. 02142; five times a year; \$50 a year for Individuals, \$95 for institutions.) smal of Aquatic Food Product Tech-

nology, edited by George M. Pigott, University of Washington. Presents papers on the development, production, and distribution of marine and fresh-water food products; topics in the first Issue include the use of the antiseptic 4-Hexylresorcinal to inhibit melanosis or blackspot in shrimp, and how exposure to crude oil and chemical oll dispersants affects the flavor

Pigott, Institute of Food Science and Technology, School of Fisheries, HF-10, College of Ocean and Fisheries Sciences, University of Washington, Seattle 98195; subscription correspondence: Food Products Press/Haworth Press, 10 Alice Street, Binghamton N.Y. 13904; four times a year; \$24

year for individuals, \$36 for institu-tions, \$48 for libraries.) Nonrenewable Resources, edited by Richard B. McCammon, U.S. Geological Survey. Features research and re view articles on mineral and energy exploration, resource assessment, and the economics of resource supply, recovery, restoration, and conservation. (Editorial correspondence: Editor,

Nonrenewable Resources, P.O. Box 34600, Bethesda, Md. 20827; subscription correspondence: Oxford Univer sity Press, Journals Marketing Department, 2001 Evans Road, Cary, N.C. 27513; four times a year; \$45 a year for individuals as part of membership in the International Association for



Mathematical Geology, \$200 a year for

institutions.)
ublic Understanding of Science, edited
by John Durant, Science Museum Library. Provides an international, inte disciplinary forum for research on all aspects of the relationship between science (including medicine and technology) and contemporary culture; opics in the first issue include scientific controversy in museum exhibi-tions, science and technology in the Canadian press, the U.S. public's understanding of science after World War II, and a frumework for the analy-

sis of public antipathy to science.
(Editorial correspondence: June ence, Science Museum Library, South Kensington, London SW7 5NH; subscription correspondence: American Institute of Physics, Subscriber Services, 500 Sunnyside Boulevard, Woodbury, N.Y. 11797; four times a year; \$68 a year for individuals, \$190 for in-

-COMPILED BY NINA C. AYOUB

REQUESTS FOR PROPOSALS

United States Agency for International Development

Indo-U.S. Science and Technology Fellowship Program

REQUEST FOR PROPOSALS FOR

Scientific/Collaborative Research

Opportunities in India, 1993

Opportunities for U.S. scientists to conduct collaborative work with Indian scientists in India will be available in 1993 under the Indo-U.S. Science and Technology Fellowship (STF) Program. Fields of research will

Chemistry, Computer Software, Electronics, Forestry, Geology, Marina Science, Materials Science, Microelectronics, Oceanography, Physics, Solid State Electronics, and Water Resources. Other appropriate scion-

tific fields may also be considered. Applicants must be United States citizens under 40 years of age, who have completed a doctoral degree and maintain an engoing affiliation with a U.S. institution.

U.S. scientists will receive round-trip air travel from their home institution to the research site in India, a settling-in allowance upon their arrival, and a monthly stipend throughout the period of their research. Research fellowships will be for a duration of 3-12 months.

Applications and proposals must be postmarked no later

than August 15, 1992,

For application and proposal, please contact:

Jeanine M. Daniels Academy for Educational Development

1255 23rd Street, N.W. Washington, D.C. 20037 Telephone: (202) 862-1900

NEW **SCHOLARLY BOOKS**

Scholand

Compiled by NINA C. AYOUB
The following list has been compiled from information provided by the publishers. Prices and number of pages are sometimes approx mate. Some publishers offer die counts to scholars and to people who order in bulk.

ANTHROPOLOGY

The Tainos: Rise and Decline of the People Who Greated Columbus, by a ving Rouse (Yale University Pres 211 pages: \$25). Combines archaeology. ical and ethnohistorical data in a sur of the principal indigenous the group encountered by Columbus his voyages to the Caribbean

CLASSICAL STUDIES.

John Lydus and the Roman Past: Ast-quartanism and Politics in the Agel Justinian, by Michael Mass (Ros-ledge; 240 pages; \$45). Discusseran-tired official in Emperor Justinian sixth-century court whose writings flect the dilemma of a Christian she intellectual debts were to Rome's di sical past but who was living at all when his society was "re-historic

When his society was re-answar-ling" that past in Christian terms. Work, Identity, and Legal Stabs at Rome: A Study of the Occupational-acriptions, by Sandra R. Joshd (University of Oklahoma Press; 239 pags). \$27.95). Explores the significance work as an expression of percel identity for slaves, former slaves, as non-elite freeborn citizens in Rank during the first and second centur A.D.; based on a study of epitaphs as

CRIMINAL JUSTICE

Crime, by Setsuo Miyazawa, iranshi ed by Frank G. Bennett, Jr., with let York Press; 267 pages; \$34.90 bit cover, \$17.95 paperback), Focusing police detectives in the northern of Sapporo in a study of the process eriminal investigation in Japan: a cludes comparisons with America and European police work.

overnment, Schools, and the law, by Paul Mercdith (Routledge: 233 part; \$69.95). Discusses five areas of lead debate on education in Britain. The Politics of School/Community The Politics of School/Community for tions, by Frank W. Lutz and Can Merz (Teachers College Press; 21 pages; \$40 hardcover, \$19.95 paper back). Includes five case studies. Raciam in Children's Lives: A Subjet Mainly-White Primary Schools, by Barry Troyna and Richard Hatch (Routledge; 216 pages; \$69.95 hav

(Routledge; 216 pages; 5695 has cover, \$16.95 paperback). Consider children's racial attitudes in three has been considered to the constant of the constant of

ENVIRONMENTAL STUDIES

Refashioning Nature Food, Ecologiand Culture, by David Goodman and Michael Redelift (Routledge: 7h pages; \$59.95 hardcover, \$18.95pm back). Discusses the global current mental implications of current is

FOLKLORE .

Tinged With Gold: Hop Guiture in the United States, by Michael A. Tools (University of Georgia Press; 25 pages; \$35). Explores the technology and social culture of pages; \$35). Explores the termination of the college of cal, economic, and social culture of hop cultivation in America; shows be commercial imperatives shaped by commercial imperatives of both commercial type conturies. design, over two conturies of houses—the buildings used to bale, and store the hop flowers.

Bishop Henry McNeal Junet and Alf-can-American Religion in the South by Stephen Ward Angell (University) Tennessee Press; 352 pages; 344,50 A biography of the African Methods

A history of the First Presbyterian and City Methodist Churches in the Indi-Marillan Workere' ABC: Class Con-Bradillanes in Modern São Pau-B, by John D. French (University of ana Industrial city; argues that the ment challenge previous scholars' de North Carolina Press; 378 pages; 17.50 hardcover, \$18.95 paperback).

Etanines populism and trade-union polics from 1900 to 1953 in Santo Ande, São Bernardo do Campo, and São Catano do Sul, three industrial mu-Carlano do Sui, turce industriat re-ucipaluies that make up the ABC re-paration of greater São Paulo; challenges revious scholars' characterization of populism as a "demobilizing" experiinstruments of political transformation, the relations among libraries and the local and central governments, and the responses of the library profession to Nazi ideology and policies. British Scientists and the Manhattan

Unruly Women: The Politics of Social and Sexual Control in the Old South, by Victoria E. Bynum (University of North Carolina Press; 250 pages \$34.95 hardcover, \$12.95 paperback) Describes the experiences of three classes of "unruly" women in antebel-lum and Civil War central North Caro-

ists who participated in the Allied efof to build the atomic bomb. for to build the atomic batter.

Me Chistle Seigneunes: Eatate Management and Settlement in the Upper Richelleu Valley, 1760-1854, by Françoise Noël (McGill-Queen's University). estly Press, distributed by Universi of Toronto Press; 221 pages; \$39.95 U.S.). A study of seigneurial estates squired by Lieut. Col. Gabriel Chris-nein Quebec after the 1760 fall of New france to the British; traces the changing estate-management policies of accessive Christie family seigneurs brough 1854, when the seigneurial

when of land tenure ended. works and the United States: Hegepen I. Randall (University of Georgia hes; 340 pages; \$40 hurdcover, \$17.50 paperback). Sets the history of U.S. relations with Colonibia in the

rejonal power. tomissing Colonization: Native Americas Women and Great Lakes Mis-sea, 1630-1900, by Carol Deven-University of California Press; 196 pages; \$30). Focuses on the Cree. Cibra, and Montagnais-Naskapi na-tons in a study of Indian women's uttempls to preserve their culture in the

he Deeds of Louis the Fat, by Abbot Sugrof St. Denis, translated by Rich-ad C. Cusimano and John Moorhead holic University of America Press 23 pages; \$24.95 hardcover, \$14.95 porback). First English trunslation the 12th-century French ubbot's account of Louis le Gros, King of France for 1108 to 1137.

herly and Frontier in Cotonial Brazil:
Satana de Parmalba, 1580-1822, hy
Mida C. Metcalf (University of California Press; 296 pages; \$40). Deunites how colonial settlers in the
Bazilian frontier town adapted Eurotea domestic metallogical force. Water environment.

Ann Plant to Comrade: The Founding of the Chinese Communist Party, 1920-1927, by Hans J. van de Ven (University of California Press; 384 Mee; \$45). Challenges the notion that CP was a centralized organizatio from its founding in 1921; argues that it began as a group of study societies und did not evolve into a mass Marxist-Leals party until 1927.

has been until 1927.

The less of the Yemen, 1800-1914, by Yehda Nin! (Harwood Academic Publisher; 256 pages; \$28). Examines the lives of Yemen's Jews at a time when the Arabian Wahnbite Movement, British naval Imperialism, and Onoman expansionism were causing real iostability in the country: describes the Messianic and emigration movements that characterized Jewish theores to the upheaval.

Manual A Life, by John Perling (University of Tennessee Press; 552 Matts; \$37.95). Describes the extensity poblic career and often troubled broomal life of the second President. Richal life of the second President.

The little Slaves of the Harp: Italian Child Street Municians in Mineteenth-Child Street Municians in Mineteenth-Child Street Municians in Mineteenth-Child Street Municians (McGill-Queen's University Press, distributed by University Press, distributed by University of Toronto Press; 208 pages; 34,95 U.S.). Examines the lives of him children who were large turned to the second of th the children who were indenture boot as street musicians in the three the street musicians in the three the street musicians in the three the street musicians in the street musicians have been sold to the street musician the street musicians and stree

towy in their host countries.

beapation: The Polleles and Practices of lithing Conquerors, by Eric Carling (Barnos & Noble; 198 pages; 188.50. Uses examples from ancient of ideology in the exercise of military suffortly by an occupying power.

The President Experience in Qary, Individually James W. Lewis (University of Itageisee Press; 304 pages; \$39.95).

scriptions of 20th-century Protestantism as fundamentally anti-urban.

ism as fundamentally anti-urban.

Public Ubraries in Nazi Germany, by

Murgaret F. Stieg (University of Alabuma Press; 347 pages; \$59.95). Topics

include Nazi efforts to use libraries as

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Islamic times to the present.

der relations in the region from earlies

-women who used the courts to protest domestic abuse; women who engaged in "deviant" or Illegal sexual relations; and women who protested Confederate policies during the war. Wake Up Little Susie: Single Pregnancy and Race Before Ros v. Wade, by Rickie Solinger (Routledge; 328 pages; \$25). Examines public and private responses to illegitimate pregnancy and unmarried motherhood among bluck and white women in the nort World

and white women in the post-World War 11 era. Women in Middie Eastern History: Shift-Ing Boundaries in Sex and Gender, ed-ited by Nikki R. Keddie and Beth Baron (Yale University Press; 343 pages; \$35). Includes original essays on gen-

New Departures in Linguistics, edited

by George Wolf (Garland Publishing; 266 pages; \$33). Includes essays on theory, irony and theories of meaning and redefining the study of pidgin and creole languages.

Beyond Romenticism: New Approaches to Texts and Contexts, culied by Ste-phen Copley and John Whale (Rout-ledge; 272 pages; \$77.50 hardcover. \$16.95 paperback). Includes original essays on feminist, new-historicist, and other approaches in the study of and other approaches in the study of

The Collected Works of W. B. Yests, Volume XII: "John Sherman" and "Dhoys," edited by Richard J. Fin-nersn (Macmillan: 103 pages; 530). Critical edition of two 1891 stories by Yeats-the first, a realist work about a

love in England or Iteland, and the se-cond, a mythological tale about love hetween a man and a fairy

Echoes of Egyptian Voices: An Anthology of Ancient Egyptian Poetry, translated by John L. Foster (University of Oklahoma Press; 134 pages; 519.95). The English Eliot: Dealgn, Language, and Landscape in "Four Quartets," by Steve Ellis (Routledge; 240 pages; 569.95). Examines T. S. Eliot's views on language, nationhood, and aesthetic form, as well as his construction of England in Four Quartets (1943) and

related writings.

Fiction in the Quantum Universe, by Susan Strehle (University of North Carolina Press; 293 pages; \$45 hardcover. \$15.95 paperback). Describes the development of an "actualist" literature under the influence of modern physics: focuses on works by Murgaret At-wood, John Barth, Donald Barthelme. Continued on Following Page

PRIZES

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"To Remain Unique: Identity, Memory and Ethics" THAO DINH VO Dartmouth College, Hanover, NH

HONORABLE MENTION

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"Teaching Morality in Our Pluralistic Society" DONNA MCKEREGHAN Eastern Washington University,

Cheney, WA

The Elie Wiesel Foundation for Humanity sponsors an annual essay contest intended to challenge senior students in colleges and universities to give attention to the ethical questions and issues facing them in a complex and ever-changing world. We are pleased to congratulate this year's winners.

Information about the 1993 contest will be available after August 1, 1992.

THE ELIE WIESEL PRIZE IN ETHICS THE ELIE WIESEL FOUNDATION FOR HUMANITY 805 Third Avenue, 22nd Floor New York, NY 10022

The annual Elie Wiesel Prize in Ethics essay contest is made possible through the generosity of E. Billie Ivry, New York, NY and the Thaler Foundation, Chicago, IL.



NEW SCHOLARLY BOOKS

Continued From Preceding Page Robert Coover, William Guddis, and

Thomas Pynchon.
Gabriele d'Annunzio: The Dark Flame, by Paolo Valesio (Yale University Press; 269 pages; \$35). Examines the philosophical and paetic thought of d'Annunzio (1863-1938), an Italian writer whose literary reputation ha been clouded by criticisms of his morality and politics.

The Postry of Marlanne Moore, by Darlene Williams Prickson (University of Alabama Press; 252 pages; \$29.95). Argues that the American poet came to see herself humorously as a magician whose writings ex pressed a truth beyond reason, and that this sense of magic was bound up in a "feminine epistemology" or women's way of knowing.

Importinent Voices: Subversive Strategles in Contemporary Women's Poetry, by Liz Yorke (Routledge; 272 pages; \$49.95 hardcover, \$14.95 paperback). Draws on the theories of Hélène Cixous, Luce Irigaray, and Julia Kristeva in a feminist analysis of the "discreptive" poetry of Hilda Doolittle, Audre Lorde, Sylvia Plath, and Adri-

Irish Writers and Religion, edited by Robert Welch (Barnes & Noble; 242 pages; \$39.50). Discusses the Influence of religion on Irlsh literature from pagan times to the present, with a focus on works by Beckett, Joyce, Show, Yeats, Patrick Kavanagh, Lou-

is MacNeice, and Francis Stuart.

Madness of Language: Writing and
Reading Madness in the Eighteenth
Century, by Alian Ingram (Routledge;
256 pages; \$39.95). Uses English liter-

236 pages; \$39.95). Uses English literary and medical texts to examine images of madness during the period.

The Stuff of Literature: Physical Aspects of Texts and Their Relation to Literary Meaning, by E. A. Levenston (State University of New York Press; 177 pages; \$44.50 hardcover. \$14.95 pages theke). Discusses links between the literary meaning of a work and such graphic phenomena as spelling, untion, typography, and layout.

Aguines on Human Action: A Theory of Practice, by Raiph McInerny (Catho-lic University of America Press; 244 pages; \$39.95 hardcover, \$19.95 paperback). Focuses on the Summa theologiae in a study and defense of the 13th-century theologian's theory of

moral action.

Blind Realism: An Essay on Human
Knowledge and Natural Science, by
Robert Almeder (Rowman & Littlefield; 288 pages; \$47.50). Presents a
case for a "fallibilist" theory of

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VOLUM

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132 X.

Professors at the Savannah College of Art and Design are moving ahead with plans to create a faculty senate on a campus where a proposed student government has already

At a special faculty meeting last seek, professors announced plaus for a full faculty vote on the creation of a senate. They also asked the administration for two-year contracts instead of the annual contracts standard at the art college, one of the nation's largest. The faculty also voted to support a student drive for more rights. including a student government. Adminstrators have challenged that effort, which has brought to the surface lingering complaints about the campus climate (The Chronicle,

Some 60 professors attended the meeting, about half the college's

The administration will consider the faculty requests, but has no mmediate response, says Pamela Affi, director of communications She notes that the college's mesident and founder, Richard G. Rowan, attended the meeting and answered questions from faculty

The Massachusetts Institute of Technology used "badly lawed" procedures in its 1984 lenure review of a controversial professor, according to the American Historical Association.

A letter written to the professor, David F. Noble, last month, says that a five-member panel of the association came to its conclusion in the absence of a response from urr-which, the letter notes, was repeatedly solicited in writing. The f-page letter does not elaborate on the decision, nor would the ssociation.

In 1986, Mr. Noble, who is now a enured professor of social science at York University in Canada, sued be institution, claiming he had been lenied tenure because he had flicized MIT's ties to industry. He greed to drop the lawsuit last year. a return, MIT agreed to release some onfidential tenure-review naterials to the public.

Mr. Noble turned the material over to several organizations, ncluding the AHA. The association which reviews complaints of alleged professional misconduct, does not act as a disciplinary body but can ssue findings or publish a summary of the case in its newsletter, ectives. Because of its confidentiality policy, however, ummaries do not identify people or stitutions involved in complaints. Officials at MIT said they had eceived no letter of finding from the istorical association and therefore would not comment on its review of he case. In the past, the institute

has maintained that Mr. Noble was

airly treated and was denied

his peers,

enure because his scholarly work was not up to par, and because he ey go to Fidelity." ■ Colleges that have offered alternative was not considered trustworthy by

Personal & Professional

A Growing Number of Colleges Offer Options for Retirement Investment

2 years after major reforms, change still comes slowly

By DENISE K. MAGNER

The number of colleges that offer employees more ways to invest their retirement money continues to climb. But the pace of change has been snail-like, frustrating companies that are trying to break into the market and some college employees who are eager for more investment choices.

The college pension market is still dominated by a giant non-profit system. A little more than two years ago, the Teachers Insurance and Annuity Association and the College Retirement Equities Fund made major reforms that unleashed a flurry of competition for campus retirement dollars.

Under the reforms, CREF, an equity investment fund, began allowing people to transfer their pension accumulations to competing companies and make lump-sum cash withdrawals. A year later, TIAA, a fixed-income fund, did the same, although it attached restrictions. Before participants could make any of the moves, their employers had to approve.

Many Have Yet to Decide

Some institutions acted immediately, but many more are just now approving the reforms, and many others have yet to decide. Most recently, institutions ranging from the University of Notre Dame to Rollins College to the University of Nebraska approved the changes and this academic year began offering employees a choice of companies to which they could funnel their retirement money. Public institutions in New York, Tennessee, and Washington State will probably follow suit soon.

Those and other actions have highlighted several trends in the college pension market:

Just because more colleges are allowing people to transfer their money does not mean that many employees are actually doing so. In fact, the number of transfers has been small, say campus administrators and TIAA-CREF officials, "I think people wanted to have the freedom to transfer money out of TIAA-CREF, but they don't necessarily want to exercise the option," says Nimet Gundogan, benefits manager at

Boston University. ■ While employees are leaving their existing TIAA-CREF accumulations (often called "old money") intact, many are directing future retirement contributions ("new money") elsewhere. This year, Notre Dame began giving employees a choice between TIAA-CREF and 10 funds offered by Fidelity Investments. "We're not seeing any significant movement at all in terms of old money shifting out of TIAA-CREF," says Roger Mullins, the university's director of human resources. "But many people are electing to have new mon-

investment options to TIAA-CREF since the Continued on Following Page



expenses, superior investment performance, and the best customer service."

As Interest Rates Fall, TIAA Is Criticized for Not Disclosing More About Investments

Some policy holders in the Teachers Insurance and Annuity Association, after watching the interest rates they earn on their retirement accumulations si ward, are pressing the mammoth fund for more Information on its investment prac-

Retirement accumulations in TIAA carn interest at rates set by the company's Board of Trustees. Earlier this year, the board lowered those rates, citing declining interest rates nationally and the country's real-estate slump.

TIAA officials blame the recession, but point out as a sign of the company's financial health that it receives the highest possible ratings from Standard & Poor's Insurnnce Rating Services, Moody's Investors Service, and A. M. Best. The three ratings services review the strength and operating performance of insurance companies and issue ratings of their financial soundness. The ratings are used by policy holders, investors, and others.

Concern About Real Estate

Critics of the fixed-income fund, however, say they are concerned about both the falling TIAA rates and the company's sizeable investments in mortgages and real estate. The critics, including leaders of the American Association of University Professors, say TIAA has failed to provide adequate information about Its mortgage and Continued on Page A19



Colleges Offer Their Employees More Options for Retirement Funds

Continued From Preceding Page 1980's say the system's dominance on their campuses has been eroded. At Boston University, for ex- nel and benefits committee for the ample, the proportion of employees choosing alternatives to TIAA-CREF has grown gradually since those options were first offered in the early 1980's. Today, about 60 per cent of current contributions to retirement go to TIAA-CREF, but 40 per cent go to other companies.

New employees seem more likely to choose alternatives to TIAA-CREF. In the last two calendar years at the Johns Hopkins Univer- turf. With assets of \$104-billion at sity, only 40 per cent of new employees in the retirement plan chose TIAA-CREF, while 60 per cent selected competing companies.

Rising Medical Costs

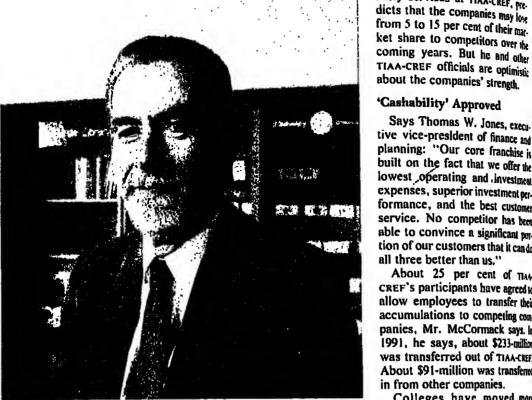
Despite signs of change on some campuses, many colleges have been slow to allow transfers and withdrawals or to add alternatives to TIAA-CREE. Some have been distracted by other benefits issues. like skyrocketing medical costs. Many small colleges don't have a large enough staff to broaden their retirement plans and have chosen to offer only TIAA-CREF.

ting closer to making a decision at many institutions," says George A. Pierce, chairman of the person-National Association of College and University Business Officers. "It's taken this long just to get the facts together and for campuses to understand the nuances involved."

TIAA-CREF is still far ahead of its competitors. Many people say the infusion of competition in the pension market has made the companies more responsive to customers-and more protective of their the end of 1991-up from \$88-billion a year earlier-TIAA-CREF has 4,700 institutional participants, of which roughly 1,900 are colleges and universities. TIAA has assets of \$56-billion; CREF has \$48-billion.

Many companies say it is hard to gain a foothold in the market, in part because of TIAA-CREF's long relationship with higher education. But business is growing.

Conway Shaw, group-marketing director for the Variable Annuity the higher-education market has jumped by 36 per cent since 1989. more than \$700-million today.



Toby Y. Kahr, Duke's associate vice-president for human

risen from \$200-million in 1987 to be a different ball game."

resources: "It's not a simple market anymore."

Associates Inc. manages for peo- 80 years," says Christopher W. Life Insurance Company, says the ple in the non-profit sector-main- Dyer, a vice-president at T. Rowe amount of money it manages from ly from higher education-have Price. "Ten years from now, it'll

John J. McCormack, executive ten with restrictions. Some col The assets that T. Rowe Price "TIAA-CREF has been in place for vice-president of pension and an- leges, for example, allow employ

still indicate broad trends.

blacks had earned doctorates, but

that figure was revised to 897 in the

Need for 'Export Industries'

Alan Fechter, executive director

of the research council's Office of

Personal & Profession es to withdraw only a proportion nuity services at TIAA-CREF, Me. of their retirement savings. dicts that the companies may low

The movement toward approving transfers and withdrawals is speeding up or slowing down, depending on whom you ask. TIAA-CREF SRYS it is slowing down. Richard G. Malconian, president

of Fidelity Investments Tax-Exempt Services Company, disigrees. His company, a division of Fidelity Investments, was created in March 1991 to handle retirement products for the non-profit sector. is total assets now exceed \$4.5billion-about \$3.7-billion of which is in retirement savings.

"Institutions more and more are realizing they have a fiduciary responsibility to provide more

choice," Mr. Malconian says. Some campuses, such as Bloomfield College, continue to offer TIAA-CREF as the only option under their retirement plans. A benefits manager there said trustees felt that offering too many investment options would give people the ability to "play the market" with their represent savings when most were not qualified to do so.

More Than I Expected'

At the other end of the spectrum is Johns Hopkins. About 49 per cent of current monthly contribulions toward retirement go into MAA-CREF, while the remainder is divided among the Vanguard Group, Twentieth Century Investors, and the Cigna Corporation.

Somewhere in the middle sits the State University of New York Systen, which allows cash withdrawals and will soon decide whether to flow transfers and to udd more companies. The system's faculty members and professional employes now choose between the state pension system and TIAA-CREF.

Last year, suny began allowing employees with money in TIAA-CREF to make cash withdrawals. Roughly 300 employees have requested withdrawals.

"It was more than I expected," says Lawrence J. Katz. suny's director of employee benefits. Some employees reinvest the money. One used his money to buy a house in the Virgin Islands.

Some campus officials caution that transfers and withdrawals are ill new concepts to most employets, and that it may be some time before they feel knowledgeable about their new options. They also note that many employees seem satisfied with TIAA-CREF and may

decide not to make any changes. Another reason the number of ransfers and withdrawals may be low, they say, is that many employes have their savings in TIAA, and that money is still not easy to move. Because TIAA's assets are not easily converted into cash, moves out of TIAA can be made

only over a 10-year span. To help people make investment decisions, Duke University holds th annual benefits fair in May to bing in company, representatives. Among them is Pidelity, which just opened its first retirement-investment center near Duke.

Employees can no longer simply put their retirement money somewhere and forget about it, says Toby Y. Kahr, Duke's associate vice president for human resomes i lt's not a simple market

TIAA Policy Holders Seek Information on Investments

Continued From Page A17 real-estate holdings and about the of 7.5 per cent. Money accumulatimpact of the real-estate slump on ed from 1988 to 1991 will carn 8.5 the fund.

TIAA, along with its companion company, the College Retirement Equities Fund, manages and invests the retirement savings of thousands of employees in higher education. Together the companies have assets of \$104-billion, \$56-billion of which is in TIAA.

Accumulations in TIAA earn interest at different rates, depending on when the money was put into the fund. The lower rates set by the TIAA board are as follows: Effectively long-term, stable investtive March I, money put into TIAA ment," says Ernst Benjamin, genbetween January I and June 30 of eral secretary of the AAUP. "My

this year will earn an interest rate concern is the rates have been goper cent, and accumulations before 1988 will earn 8 per cent.

Fluctuating Rates

By comparison, until February of this year, the rates ranged

The TIAA board will reconsider this year's rates in June.

"TIAA was supposed to be a rela-

ing down fairly steadily."

He adds: "I don't think people understand that FIAA is sort of volatile and there are times not to invest in it. I think people could have better information than they do."

TIAA is not alone in being hurt by the recession. While its investment from 8.5 to 9.25 per cent. And returns have fallen in recent years, from March 1988 to Pebruary 1989, they have surpassed the industry they ranged from 9 to 11.25 per average. TIAA's net rate of return on its investments in 1991 was 9.36 per cent, compared with an industry average of 9.03 per cent, according to the American Council of Life Insurance.

Some observers in higher education say the lower TIAA rates are to

be expected. The 11-per-cent rates of the past were "not normal," says Robert M. Wilson, vice-president emeritus at the Johns Hopkins University who is now a henefits consultant. "Everybody's rates are down this year. I don't think we can expect the folks at TIAA to be producing miracles." He agrees, however, that the fund should be more candid about its investments. including its losses.

'Some Economic Loss'

Thomas W. Jones, executive vice-president of finance and planning at TIAA-CREF, acknowledges that TIAA has experienced "some economic loss" as a result of the problems in the real-estate market. About 38 per cent of TIAA's invest-

Continued on Following Page

Number of Ph.D.'s Awarded to Blacks Begins to Increase After Years of Declines

Continued From Page AI

ents, who earned nearly one-third of the 1991 doctorates. Americans carned 24,721 Ph.D.'s, slightly fewer than the number in the previous year and a decade ago.

Some observers said the increase in minority doctorates indlcated progress for black students and institutions that have worked to recruit and retain them.

But Frank L. Morris, dean of graduate studies and research at Morgan State University, said such a response was overblown. He noted that the increase in black doctorates from 1990 to 1991 amounted to only 36 students.

Controversial Research

"Folks are talking about the Increase in black Ph.D.'s almost as if campuses in the future, it's in a vacuum, without looking at the position of blacks compared to the position of foreign doctorates that are better funded," he said.

Mr. Morris said his research, which has been controversial, had concluded that American universities have provided more money for international students than for African-American recipients whose race to Americans—up from 25.8 per see this," he said. "I think this diinstitutions, such as small divisions are the said." rican-American students. He said was known. (An additional 331 cent in 1981, that disparity accounted, in part, for the shortage of black Ph.D.'s fy their race.) Members of each miling doctorates in science and engiand the increases in foreign doctorand recipients.

American Indiana Very Statements about the drop in the numbers of previous very American Indiana Very Statement Indiana Very Stat al recipients.

"Black students are paying for their doctorates, once again, by gopanics carned 708; Aslans earned
panics carned 708; Aslans ear ing into debt while international 762, and white Americans earned cent, up from 22.2 per cent a dec-

ents go on to teach at colleges and accounted for only 3.8 per cent of fell slightly from the previous year.

The survey results are the 1991 doctoral recipients whose universities, the survey results are the 1991 doctoral recipients whose Fewer white American men earned students earning doctorates at ed. considered a good indicator of the race was known. A decade earlier, such degrees, but the number of American universities. "If gradufuture composition of the nation's professoriate. The 1991 survey results, like those of other recent sults, like those of other recent for 3.1 per cent of the Ph.D.'s torates in science and engineering we can get," he said. men and more women, minority
Hispanics made up 2.9 per cent, Research council officials cau
Research council officials cau
cerned that the increases in the 20550; (202) 634-4300.

Americans Who Received Ph.D.'s in 1991

	Number	1 year change	10-year chan
American Indian	128	+33.3%	+50.6%
Asian	762	+19.0	+63,9
Black	933	+4.0	-7.9
Hispanic	708	-1.4	+52.6
White	21,859	-1,3	-0.6
Race unknown	331		
Total	24,721	-0.7%	-1.4%

zens will be teaching on college

Among the survey's findings:

per cent of the Ph.D.'s awarded in cent 10 years ago. Of the doctor-1991. Their share has increased ates awarded to Americans, womsteadily since 1981, when they en earned 43.8 per cent-up from

American recipients did not speci-

Because many doctoral recipiblacks in the last two years, they ence and engineering, meanwhile, Neither was he concerned about grees. It also includes data on the second second

group members, and non-U.S. citi- and American Indians made up .52 per cent. White students earned 89.6 per cent of the doctorates.

■ Women earned 36.8 per cent Foreign students earned 30.1 of all Ph.D.'s, up from 31.5 per earned 17.2 per cent of doctorates. 34.7 per cent in 1981. And they nel, applicated the increases in the distinct come from surveying Ph.D. Minority-group members last earned 35.6 per cent of the science number of blacks and women earn-

for scholarly activities. previous year, American Indians year. That was mainly because white males earning Ph.D.'s, "My "Selected Data on Science and English and Indians white males earning Ph.D.'s, "My "Selected Data on Science and English and Indians white males earning Ph.D.'s, "My earned 128 doctorates in 1991; Hismore foreign students earned sense is that the white males are gineering Doctorate Awards students are getting a free ride," he Despite significant gains by ade earlier. The number of American students earning degrees in solministration." ade earlier. The number of American students enriced decrease in business adence and engineering, citizenship decrease in business adence and engineering, citizenship decrease in business adence and engineering.

tioned that data collected over the number of Ph.D.'s over all might past two years must be analyzed be coming at a bad time. He noted carefully because of policies put that the job market was not into place in 1990 that changed the promising for new doctorates looking for teaching positions. way information is gathered. As a The NRC survey results diffe result, more doctorate recipients slightly from a survey of doctoral responded to the survey and more

'Cashability' Approved

Says Thomas W. Jones, execu-

tive vice-president of finance and

olanning: "Our core franchise is

built on the fact that we offer the

lowest operating and investment

expenses, superior investment per-

formance, and the best customer

service. No competitor has been

able to convince a significant por-

tion of our customers that it cando

About 25 per cent of TIA4-

CREF's participants have agreed to

allow employees to transfer their

accumulations to competing com-

panies, Mr. McCormack says. In

1991, he says, about \$233-million

was transferred out of TIAA-CREE

About \$91-million was transferred

Colleges have moved more

quickly to approve "cashability,"

which allows employees to make

lump-sum withdrawals from CREF

when they retire or leave their in-

stitutions. About 50 per cent of the

system's institutional participants

have approved cashability, but of

in from other companies.

all three better than us,"

degrees conducted by the U.S. De reported their race and citizenship. partment of Education. That sur The officials said that comparisons vey put the number of doctorates between actual numbers over the conferred in 1989-90 at an all-time past decade might therefore be high of 38,238. (See story on Page skewed, but that the data would A36.) That figure is some 6 per cen higher than the NRC count for the They also said that the latest data sume year. During the 1980's lb must be considered preliminary, Education Department's tally since survey responses continue to doctoral degrees has been some trickle in over the course of the per cent to 6 per cent higher than year. For example, the 1990 survey that of the NRC. results originally showed that 828

William H. Freund, an official at the department's National Center for Education Statistics, attribute the discrepancy to different surve techniques. The department of tains degree Information from a annual survey of colleges and us Scientific and Engineering Person- versities. In contrast, the NRC si year made up 10.4 per cent of and engineering degrees awarded ing Ph.D.'s in 1991, "I'm happy to partment's survey included soul partment survey survey included soul partment survey included soul partment survey included soul partment survey included soul partment survey survey included soul partment survey su versity is going to be very healthy for schools, whose Ph.D. recipieds ght not be included in the NIK

and institutions conferring de

Copies of the report are available National Science Foundation, 1800

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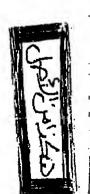
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Critics Seek Information on TIAA's Investments

loans and 10 per cent are in real estate properties. Twenty-six per cent are invested in publicly traded bonds, 24 per cent in direct loans to business and industry, and 2 per cent in other assets.

Lower Mortgage Yields

"Our mortgage delinquency rate increased in 1991, in line with the pattern that occurred throughout the industry," Mr. Jones says. "We experienced somewhat lower yields on our mortgage and realestate investments than we had originally expected."

But he adds: "It will not have a

Continued From Preceding Page dramatic effect at all on our net investment yield, on our dividends, can say, 'We deserve to know a

Mr. Jones says TIAA will disclose

and certainly we do not think it's meaningful amount of information going to have any effect on our regarding a company's investment policies, asset quality, and investment performance," Mr. Jones AAUP, Mr. Garrigan argued that the

"I don't think people understand that TIAA is sort of volatile and there are times not to invest in it. I think people could have better information than they do."

more information about its invest- says. "We believe we should meet ments. The expanded information that kind of disclosure standard." will be provided in a report to be

released this month.

Richard T. Garrigan, a professor always paid more than that of finance at DePaul University, is amount.)

among those pushing for more dis-

viding data on the quality of its assets. He attributed the high ratings to the fact that TIAA only guarantees a "very low" interest rate. (TIAA guarantees participants an interest rate on their accumulations of about 3 per cent, but has

been hard hit.

"My question is, Would they

Personal & Professional

closure from TIAA. He says he is lose their AAA ratings if they guar. anteed 5 per cent or 7 per cent?" especially concerned about TIAA's Mr. Garrigan asks. "As a particiheavy concentration of investpant, I'd prefer a higher guarante ments in office buildings, a sector and less risky investments." of the real-estate market that has

Mr. Jones says that criticism is simplistic. The high ratings, he In an article published this year in Academe, the magazine of the says, are based on an array of factors from the consistency of a company's financial performance to company had emphasized its high the strength of its customer base. ratings from Standard & Poor's and other services instead of pro-Because TIAA guarantees no more than 3 per cent, Mr. Jones says, the company has been able to take on a larger share of investments that carry some risk of default but have the potential of a higher pay.

The University of Nebraska

Press has put its catalogue of

books in print on the Internet.

Academics with access to the

complete list by using key words, or

they can browse by subject category

and read short descriptions of the

they have to call the press's toll-

The university's computing-

create the on-line catalogue by

resource center helped the press

writing the software, says Donna Liss, the information-management

willen similar software so that professors and students can search

supply catalogues and campus

Minnet, a regional computer

etwork that gives institutions in

Midwestern states access to the

Internet, has its operations center at the University of Nebraska.

Engineering professors and tudents at Stevens Institute of Technology will be able to read journal articles on their own

computers when Engineering

NJ., campus this summer. Ei, as the non-profit publisher is called, expects to make the complete text of selected journals available

on an experimental basis on

computers linked to the campus network. The publishing company and the institute plan to cooperate on a study to see how faculty

members and students use the

Engineering Information

specializes in engineering journals, bstracts, reports, monographs, nd conference proceedings. In 1990, is index included 300,000 journal

mides and conference papers on

those, 160,000 were abstructed and published in print or on compact

The publisher expects to install itsown Digital VAX computer system

at Stevens, connecting it to the

campus network and to the Internet.

Faculty members looking for new software distributor now

business may want to contact the Chariot Software Group.

that Wisc-Ware is out of

Susan Nickerson, product-

authors. The group's current

tatalogue contains about 50

Wisc-Ware closed in March

to renew its contract with the

when the International Business

Machines Corporation decided not

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toftware to Chariot, contact the

cademic offerings.

acquisition manager, suys Chario

ould like to consider all programs

developed by Wisc-Ware's former

themical engineering, electrical

and electronic engineering, and mergy and the environment. Of

ormation Inc. moves its offices

from New York to the Hoboken.

coordinator. She says the center has

free telephone number.

books. To place an order, however,

network can search the press's

"To try to single out that one variable in isolation just portrays a lack of understanding," he says. -DENISE K. MAGNER

NEW BOOKS ON HIGHER **EDUCATION**

It may be necessary to add state tax to the cost of books listed below. Discounts may be available to scholars and to people who order in

Chinese Higher Education: A Decade of Reform and Development, 1978-1988, by Ruiging Du (St. Martin's Press, Scholarly and Reference Division, 175 Fifth Avenue, New York 10010; 146 pages; \$59.95 prepaid) Of fors an insider's perspective on reform in Chinese higher education is the

post-Mao era. Ethics and Standards in Institutions Research (New Directions for institutional Research No. 73), edited by Michael E. Schiltz (Jossey-Bass Publishers, 350 Sansome Street, San Fractica 94104; 86 pages; \$14.95 prepaid. Presents a draft code of ethics for instithat code by members of the committee that developed it, and four essays on related ethical issues.

The Evidence for Quality: Strengthenia the Tests of Academic and Adminis trative Effectiveness, by E. Grady Bo-gue and Robert L. Saunders Ubser-Buss Publishers, 350 Sunsome Street, San Francisco 94104; 313 pages; \$29.95 prepaid). Discusses the devel-

rhe Four Cultures of the Academy is-sights and Strategies for Improve Leadership in Collegiate Organiz-tions, by William H. Bergquist Us-say-Bass Publishers, 350 Sansons Street, San Francisco 94104; 29 pages; \$27,95 prepaid). Describes how the image, traditions, and character of colleges and universities are shaped by four distinctive cultures—college managerial, developmental, and acad

managerial, developments thating.

Medioine in the Beehive State, 18401990, edited by Henry P. Pleak (University of Utah Press, 101 University Services Building, Salt Lake City 84112; 586 pages; \$35. plus \$2.50 for shipping). Discusses the establishment of a medical school at the University of Utah

Publishers, 350 Sansonic Bases; S31.95 Francisco 94104: 376 pages; S31.95

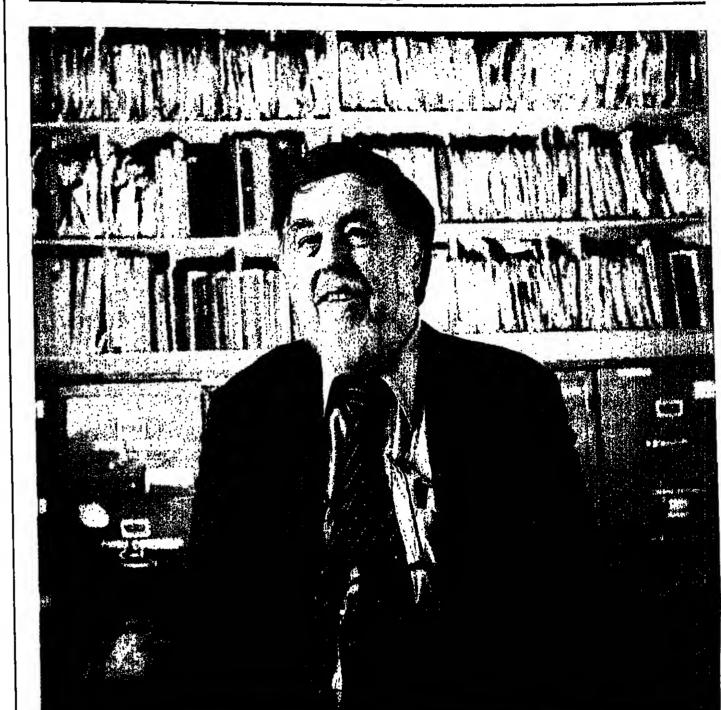
Francisco 94104: 376 pages; in help new faculty members in their roler as teachers, scholars, and colleagues.

Russian and Soviet Education, 1731.

1989: A Multilingual Annotated Ballography, compiled by William W. Brickman and John T. Zepper (Grand Publishing, 717 Fifth Avenue, Suite 2500, New York 10022; 38 pages; \$83 prepaid). Contains information on English- and Russian-language publications on imperial Russian and Soviet education at all levels.

The Underground Guide to University Study in Britain and Reland, by Bill Griesur (Intercultural Press, 20, pages; 700, Yarmouth, Me. 04096; 222 pages; 700, Yarmouth, Me. 04096; 222 pages; \$14.95, plus \$2 for shipping). Offers a student's perspective on study in Britain and Ireland, combining discussion of academic concerns with discussion of the wider cultural experience.

Information Technology



Alan Lomax: "Now, I can ask a thousand questions that have haunted me during the whole research and receive almost instantaneous answers."

A Folklorist's Material on More Than 400 Cultures to Be Available on a Multimedia 'Global Jukebox'

By REVERLY T. WATKINS

NEW YORK Thirty years ago. Alan Lomax began to study the relationship between the performing arts and aspects of folk culture. In the course of collecting materials for the project, the anthropologist amassed one of the most extensive ethnographic film and sound libraries in the world.

The holdings, which fill floor-to-ceiling shelves in a large room here at Hunter College, include more than 8,000 tapes and records of songs from the United States and Europe, 300,000 feet of film from Africa and Asia, and 200 hours of dance performances on videocussettes from the American South and Southwest.

Mr. Lomax, who is widely acknowledged today as the dean of American folklore, has written a dozen books based on the project, but much of his work has gone unpublished because of the time needed to cull the massive amounts of data. Many scholarly questions-his own and those of colleagues-have gone unan-

Soon, however, the collection will be available on a computer system called "Global Jukebox." The multimedia system will contain sound recordings and filmed and taped performances selected from more than 400 cultures. It will allow researchers to trace the migration of music and dance styles from one culture to another and create charts and graphs showing correlations among performance styles and cultural traits.

The Evolution of Culture'

"The 'Global Jukebox' has the evolution of culture in it. The whole range of the human species from the Bushman to Broadway entertainers find their voice and their place here," says Mr. Lomax, a research associate in anthropology and director of the Association for Cultural Equity at Hunter's Voorhees campus.

Although it is still incomplete, "Global

Jukebox" is already proving valuable. "For years, I have painfully edited films and tapes illustrative of the project's findings," Mr. Lomax says. "Now, I can ask a thousand questions that have haunted me during the whole research and receive almost Instantaneous answers.

"Global Jukebox" caps a lifetime of research on native performing arts for the anthropologist, who credits his father, John A. Lomax, for his early interest in the field. In 1933, during the Great Depression, the two crossed the country in a Model A Ford to record songs by local performers. The younger Mr. Lomax-he was 18 years old at the time-operated the first battery-powered portable recorder, a cumbersome machine that weighed about 500

"The first records were four minutes, and that was it," Mr. Lomax remembers. The two returned from that trip, inwhich they visited Southern churches. Continued on Following Page



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time again, our respondents ex-

pressed this need to talk to some-

one-to learn what is going on in

their profession, to bounce ideas

off others, to obtain information

from people, not machines."

The Learning Society: Beam Me Up, Scotty!

By Bernard R. Gifford, Ph.D. Apple Computer, Inc.

Gifford's Log-Star Date 1992.5: As every "Star Trek" fan knows, a great reason to convert something from one form to another is to transport it calckly. That's certainly a plus if you're a starship captain anxious to elude hostile Klingons. And as it turns out, it's also an advantage if you're an educator eager to move toward the next generation of learning systems.

We're not yet at the point where we can convert William Shatner himself into electronic impulses and transport him over a fiber-optic network. But we can take his video image-including full motion, color, and sound-encode for digitize) it in the form of millions of information bits, store it in a computer file, and then beam it over a network for viewing or editing by many computer users.

I'm very excited about this development, because today's great advance in educational technology is not the "invention" of multimedia. After all, teachers have been showing filmstrips, movies, and TV shows to students for decades. The real breakthrough is the ability to digitize multimedia programs and then deliver them over a network. My last column talked about digitized video. In this column, I want to tell you more about networked vides -digitized video that's available on a network.

Networked video can personalize our "mass" media. In the past, students were passive audiences for multimedia presentations delivered to large groups all at once. We could pull our chairs closer to the TV propped on the teacher's desk to watch "Mr. Wizard," but we couldn't try an experiment along with him, compare our results with his, or interrupt blin to ask questions. We could turn up the volume or adjust the contrast, but we couldn't tune the lesson to our comprehension level or regulate the pace.

Digitized video opened up exciting possibilities for interactive multimedia. But to make digitized video practical for instructional purposes, we needed an efficient way to deliver it to students at Individual workstations, where they can control the pace, sequence, level of difficulty. and amount of practice that they want in each area,

We now have that capability. We can store digitized video on a database, making it available to many users over a local-area network.

It sounds simple enough—but getting to this point was anything but easy. Video images are notorious "bit guzzlers." When you conven a video clip to electronic impulses, you're actually encoding information about the rapidly changing matrices of dots, called pixels, that create video images. You also have to encode material in other formats (sound, graphics, animation) that may accompany the video. It's a daunting process: Each minute of digitized video represents a huge repository of data.

To send these vast quantities of information from one computer to another, technologists have had to make great leaps in the science of compressing and transmitting data. New compression techniques allow us to bundle video data in efficient packets that can be sent across a network much more rapidly. And new fiber-optic networks allow much faster transmission than copper wire. By sending data over a fiber-optic network at the rate of a gigabyte per second-that's a billion bytes per second-one hour of video can be transmitted in just five seconds.

These advances will soon take networked video out of the realm of science fiction and into the realm of the classroom-or wherever workstations are installed. Because each student stores his or her own "copy" of the program, it can be constantly adjusted to meet individual needs. In fact, the program will be capable of doing its own adjusting. Whereas today's programs tend to be reactive—responding to users' commands or preferences—the next generation of learning systems will take the initiative, behaving more like a tutor.

In practical terms, this interaction means that no matter where you are in the program, expert help-in the form of on-screen video presentations—will be only a click away. And if you don't realize that you need help, the program will prompt you in a way that is specific and nonthreatening.

Say, for example, that you're simulating the dissection of a guinea pig in a multimedia biology "lab." You've just used the computer "scalpel" to excise the liver instead of the stomach. A modern-day Ms. Wizard might appear in a window on the screen, explaining your mistake, showing you where the stomach is located, and comparing the two organs' features.

Or you might "direct" a performance of *Romeo and luliet*, gaining new insight into a character's impact by changing an entrance or an exit, or editing the character out of a scene altogether. ("Wherefore an thou?" could take on a whole new meaning!) An on-screen coach might be available to comment on the character's significance, or analyze the consequences of a staging electsion.

Thanks to networked video, learning systems will soon be available that will allow students to work on their own, doing the kind of practice or experimentation that often consumes too many class hours. This may free teachers to spend more time helping students grapple not so much with the quantity of information as with the meaning of information.

That's about all I have to say for now, so I'll take my leave until next time. Beam me up, Scottyl



Films and recordings of song and dance performances from cultures around the world make up the multimedia "Global Jukebox." Above, an Indonesian dancer.

A 'Global Jukebox' Offers Material From 400 Cultures

tory and folk performances: Their recordings became the basis of the Archive of American Folk Song at the Library of Congress. Today, the archive contains 30,000 field recordings made by Alan Lomax.

In 1962, when he became director of the Cross-Cultural Survey of Expressive Style, a project sponsored by Columbia University's Department of Anthropology, Mr. Lomax began a search for a scientific way to describe sound and

"Much research had been done on texts and scores-music and dance notations-but no technique existed for analyzing and comparing performance styles," he says. "The challenge was to understand the relation of non-verbal communication patterns to other aspects of culture and to develop a method field recordings and ethnographic

4,000 Songs and 700 Dances

Mr. Lomax and Victor Grauer, a musicologist, developed a system they called Cantometrics to de- first step toward that goal. scribe sound. The system includes 37 measures, such as melody, rhythm, tempo, and volume, that all human song. Later, Mr. Lomax Choreometrics, to describe move-search through those stacks.

To test the systems, Mr. Lomax says, musicologists selected 4,000 duced a point-by-point description based on the 37 measures.

Using Columbia's mainframe Exploring 'Human Songs' computer, Mr. Lomax and Mr. Grauer compared their measures for sound and movement with measures for the economic, social, and political features of native cultures, which had been established by the late George Peter Mundock by the late George Peter Mundock

Continued From Preceding Page who compiled the Ethnographic cards, A "MacRecorder" digitizes plantations, and prisons, with the Atlas. The comparison demonnation's first collection of oral his- strated clearly that performance clusion in the system. styles are related to other aspects of native culture.

"When we got the computer to compare his profiles to our profiles," Mr. Lomax says of Mr. Murdock's measures, "we saw that we had a taxonomy that matched the taxonomy of Murdock. So we knew we were onto

After the computer compared the profiles, he says, "it clustered them into families, mapping worldculture areas."

"Essentially," he adds, "we found 10 regional song traditions, accounting for the majority of world-song styles."

Although Columbia's role in the world-cultural survey concluded in 1982, Mr. Lomax has continued to collect ethnographic materials. In 1989, he joined Hunter College of to unlock the information stored in the City University of New York and established the Association for Cultural Equity to give others ac- box" so it would be available to cess to the results of his research. Mr. Lomax sees "Global Jukebox," which makes his data available on a desktop computer, as the Jukebox" could be used for re-

The Columbia project produced 200 volumes of computer print- the performing arts, and other topouts, which are now stacked in Mr. ics. "It can interest students in characterize the main elements in Lomax's laboratory at Hunter. where everybody is, who every Each time he wants to write an arti- body is, and what happened to , called cle or book, he says, he has to

"Today, we have on computer in prototype this whole experiment," he says. "This is the world's most songs and 700 dances. They ana- beautiful way to study correlalyzed each performance and pro-

"Global Jukebox" is being developed on an Apple Macintosh Ilex with CD-ROM and videodisk players. The system is based on "HyperCard," a data-manage- beginnings of civilization will make by the late George Peter Murdock, "tion is arranged in "stacks" like themselves."

songs, which are then edited for in-

Mr. Lomax has selected 4.000 songs and 1,000 dances from a representative sample of cultures to include in the system's data base. "We can get between 400 and 500 songs on compact disks and 300 to 400 dances on double-sided videodisks," he says. Right now, the prototype includes about 200 musical examples and 100 dances. "We have stored enough perfor-

'A Delightful Pastime'

schools, and libraries.

Early this year, the National Sci-

ence Foundation gave the associa-

tion a two-year grant of almost \$1-

million to complete "Global Juke-

academic institutions, museums,

Mr. Lomax says that "Global

search and for teaching cultural as-

them," he continues. "It can make

the teaching of human geography

Mr. Lomax says he hopes

"Global Jukebox" will encourage

people of all races to preserve their

cultures by showing them that their

"An African American can dis-

cover the age-old African roots of

his music, or a Kentucky moun-

taineer can trace his ballads back to

Northwest Europe," he says, "To

see that their past goes back to the

roots are deep in the past.

into a delightful pastime."

thropology, geography, linguistics,

mances to demonstrate the main features of the finished 'Jukebox," " he says, "It lets a listener explore the main regions of human song, see their distinctive characteristics, and get an overview of music and dance in cultural set-

Weibel says.

For more information, contact

than for anything else.

A report, published last month on the network, said 93 per cent of librarians carried on individual conversations on the network, while 60 per cent participated in discussion groups. Fewer than 40 per cent searched remote data bases, such as library catalogs, or

LIBRARIES

■ Data base will offer text and graphics from chemical journals

■ Librarians are said to use internet mostly for electronic mail

■ 3 colleges share their library catalogs on one compact disk

forgotten in our infatuation with

the new forms of information made

that is their need for community."

"Special librarians tend to be

the authors wrote.

Beginning next month, Bitnet and the Internet. About 65 isolated in the workplace-the per cent were academic librarians, only one in their subject specialchemistry professors and stuand 59 per cent of those worked in ty," the report said. "Time and dents at Cornell University will start testing an experimental science and technology colleccomputer data base containing "The participants in our study both full text and graphics from tell us something that we may have

tion Technology

chemical journals.
The Online Computer Library Center, which is developing an inavailable through the Internet, and terface for the data base, has installed a prototype with 8,000 articles in Cornell's Albert R. Mann Library. The center expects to have a "shake-down" system of 12,600 articles with equations and tables, representing one year of ublication for each journal, ready y mid-June, according to Stuart Weibel, a senior research specialist at occ.

"Our goal is an electronic-library facility that will bring up a large corpus of scholarly journals in electronic form so the faculty can have access to them from their desktops," he says. "This will be a model for putting up journal infor-

The data base, a product of the Chemical On-Line Retrieval Experiment, or CORE, is a collaborative venture of the American Chemical Society and Chemical Abstracts Inc., which are providing the journals in electronic format; Bellcore Inc., which is conducting research on interfaces; and Cornell and ocuc.

When it is finished, probably next fall, the data base will include the contents of 20 publications dating to 1982, or nearly 250 journals per year, says Mr. Weibel. "Within the next three to four months. we want to work out the bugs and learn how faculty members and students use the data base and what other facilities they need."

Although the data base was dereloped on Sun workstations, it should run on any system, Mr.

Mr. Weibel, Online Computer Library Center, 6565 Frantz Road, Dublin, Ohio 43017; (614) 764-6081; STUGERSCH.OCLC.ORG.

Special librarians use the Internet for electronic mail more

sent files back and forth.

"It's the human-human linkages that are important." wrote the report's authors, Sharyn J. Ludner, ousiness librarian at the University of Miami, and Hope N. Tillman, director of libraries at Babson Col-

The report, called "How Special Librarians Really Use the Internet," is based on information from a questionnaire completed last year by 54 librarians who responded to a request for participants on (305) 284-4067; SLADNI RM UMIA-METR.MIAME.EDU.

In an effort to save money, three small liberal-arts colleges in Illinois are making their library catalogs available to each other on a single compact disk. The colleges—Black Hawk, Carl

Sandburg, and Spuon River-are converting their paper records to machine-readable format. At the end of June, when the conversion should be complete, the catalogs will be combined on a CD-ROM. The records will be available to the publie in the colleges' libraries.

For more information on findings from the survey, contact Ms. "Individually, we dan't have a lot of money or a lut of popula-Ladner, Otto G. Richter Library, University of Miami, University tion," says Frederick Visel, dean

Station, Coral Gables, 1-la. 33124; of library-resource services at Carl Sandburg College, "We thought if we three worked together, we could make our dollars go farther."

Mr. Visel says many colleges incur telecommunications charges when they use electronic networks to search catalogs at other institutions. The Illinois colleges will avoid such charges because the compact disk will not be on line.

Users will search their own college's catalog first, says Mr. Visel. If a book or journal is not there. then they will search the other catalogs. Materials will be available by interlibrary loan.

For more information, contact Mr. Visel, Carl Sandburg College. 2232 South Lake Storey Road, Galesburg, III. 61401; (390) 344--BLVERLY T. WATKINS

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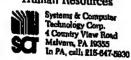
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Section 2

May 13, 1992

OPINION

Combatting Intentional Bigotry and Inadvertently Racist Acts

By Fletcher A. Blanchard THAT YOU SAY about racial discrimination matters: Your vocal opinions affect what others think and say. A series of experiments that I and my students and colleagues conducted demonstrate that racial prejudice is much more malleable than many researchers, policy makers, and educational leaders believe. In the wake of the verdict in the case of four Los Angeles policemen accused of beating Rodney King and the violence that followed it, the search for ways to lessen the devastating consequences of racism in America has intensified. If we understand that simply overhearing others condemn or condone racial harassment dramatically affects people's reactions to racism, we may be able to help find solutions to tensions and bigotry-both on campuses and in the larger society. In the experiments we conducted, the

first two of which are described in an artiele in Psychological Science (March,

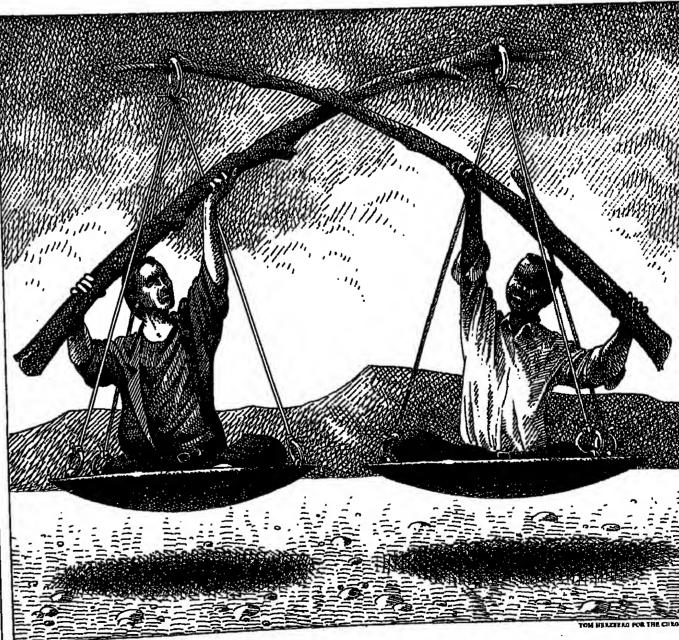
1991), we briefly interviewed students as they walked between classes. In some portions of the experiment, the interviewer also stopped a second person, ostensibly another student but in reality a member of the research team, who offered her programmed opinions first. After hearing someone else condemn racism, college students expressed anti-racist sentiments much more strongly than those who heard someone express equivocal views. However, students who first heard someone condone racism then voiced views that reflected strong acceptance of racism.

HE LARGE DIFFERENCES that we observed appeared both when research participants spoke their views publicly and when we measured their opinions more anonymously by asking them to complete a questionnaire and return it to the researcher in a sealed envelope. The clusticity of privately held views regarding racism appears to reveal a lack

of knowledge about the nature of racism and uncertainty about how institutions and individuals might appropriately respond to expressions of racism.

suspect that one of the reasons that opinions about racism are so easily influenced derives from the high level of racial segregation that still characterizes contemporary American society. Indeed, one wonders just how much people's ignorance about racism and lack of contact with other races contributed to the verdict in the King case. Although a recent survey by People for the American Way indicated that many young Americans say they have a friend of another race, most still know little about other racial and ethnic

Public-opinion polls over the last several decades portray largely favorable trends regarding whites' attitudes toward African Americans, but those attitudes and opin-Continued on Following Page





Combatting Intentional Bigotry and Inadvertently Racist Acts

Continued From Preceding Page ions derive from little direct experience. Few white college students have grown up in integrated neighborhoods, attended schools with integrated classrooms, or observed their parents interact in a friendly manner with people of color.

Even fewer of the white students entering college today have had the chance to learn from black teachers, work for black employers, or participate in voluntary activities and organizations where the adult leaders, coaches, or advisers were black. America's campuses constitute the first multiracial social setting encountered by many young people.

As a result, few of the many whites who have reached an honest commitment to egalitarian values have had the opportunity to acquire the full range of interpersonal skills, sensibilities, and knowledge that might allow them to fulfill that commitment. Few, for example, have vicariously experienced the pain felt by a friend who has suffered racial harassment. Few have discovered the ways that everyday language may communicate disrespect for a particular group. Thus the elasticity of reactions to racism appears to reflect the uncertainty that the inexperienced, but wellintentioned, bring to their first interracial setting.

1.THOUGH there has been an alarming increase in racial harassment on Campuses and in society at large, the results of opinion polls showing a trend toward more egalitarian racial attitudes among Americans make it difficult to attribute the racist attacks to any increase in racial prejudice among the many. Instead, much of the harassment should be understood to represent open hostility expressed by the strongly prejudiced few. Efforts to reduce racial harassment and enhance tolerance must acknowledge the many who are naive, inexperienced, and often well intentioned, on the one hand, and the few who are genuinely mean spirited, on the other, Strategies that are effective for one group may be less so for the other.

Many colleges and universities are responding to the current wave of racist attacks by creating policies that attempt to define and regulate racial harassment. However, none of the new codes of conduct acknowledges the important differences between the intentional behavior of the committed bigot and the inadvertent behavior of the profoundly inexperienced.

The least controversial variety of code, nimed squarely at the committed bigot, borrows language from federal and state civil-rights statutes and anti-harassment

THE CHLONICLE OF HIGHER EDUCATIO

regulations. By narrowly framing the boundaries of unacceptable behavior, this approach provides a basis for punishing some behavior of the mean-spirited few.

TNFORTUNATELY, the federal and state regulations that define and bar racial harassment are neither as articulate nor as encompassing as those governing sexual harassment. Until state and federal rules barring racial harassment recognize how seemingly less-odious behaviors can accumulate to produce an atmosphere of intimidation, codes of conduct that rely on them will restrain only the most flagrant forms of attack.

A second approach to regulating racial harassment, aimed squarely at the wellintentioned many, consists of urging civility. Instend of defining the limits of impropriety and barring behavior that overstens those bounds, civility codes encourage general tolerance and acceptance, leaving it to administrators and adjudicating bodies to apply the rules to particular instances of unaccentable behavior.

These policies rarely offer the specific

tention. Some of the opposition has been raised by those who would safeguard the use of racial epithets under the guise of defending First Amendment freedoms. Other opponents have resorted to ridicule and name calling, perhaps to avoid acknowledging the prevalence of racial harassment and bias in our society. The principled portions of the discussion undoubtedly have enhanced both our understanding of the boundaries of free speech and of the causes of contemporary racism.

The principal virtue of all of the codes 1 have outlined is that each encourages consensus regarding proper conduct. It is this consensus-the shared sense of what is right and what is wrong-that steers social behavior much more effectively than mere rules and regulations. Articulate codes that are widely distributed and discussed can contribute to a consensus that rejects big-

No one of these three strategies for regulating racism is complete, however. The most effective policies must combine elements of all three approaches. The best policies must proscribe illegal racial har-

"Programs that foster the early formation of strong interracial friendships will

contribute most to intergroup understanding.'



guidance required by those inexperienced with racism. Little controversy follows the promulgation of such codes. Rather, it more often attends their application to particular instances of objectionable behavior-behavior that falls somewhere between civility and clearly illegal harass-

A third variety of code attempts to define and forbid a much broader range of impropriety than currently is addressed by federal and most state regulations. The prohibitions often embrace both the intentional behavior of the committed bigot and the careless behavior of those inexperienced with interracial contacts. Althoughboth classes of behavior cause harm, the new policies fail to acknowledge the different motivations of the actors, and thus the need for different remedies.

Most important, it is difficult to write such codes so that they enhance freedom from discrimination but also preserve the broader freedom of speech. These are the policies that have generated the most interesting debate and the most belligerent con-

assment, thereby providing punishment for the mean-spirited few, as well as prescribe expectations for tolerance and respect, thereby providing guidance for the inexperienced many. The best policies also will step beyond the boundaries of current statutes, recognizing, for example, that racial epithets directed at individuals are intolerable in humane society.

y linking codes of conduct with statements of academic mission, effective policies signal a strong institutional commitment to the protection of civil rights. Yet no code of conduct, no matter how comprehensively it is framed, can create by itself the sort of accepting and respectful communities that we need.

Other forms of attention to the discriminatory consequences of behavior are required if colleges and universities are to become the sort of educational settings where everyone can thrive. The fact that people of color often find themselves numerically underrepresented in academic institutions exaggerates the discomfort and pain that arise out of insensitive acts.

VS HIRSON

"Ask him for it now. He just got the funds for the academic year, and he's still under the illusion that we'll come out ahead,".

Consider an organization in which litter cent of the people are black and 90 percer are white. Imagine a department of that organization in which 10 people work, nine of whom are white and one of whom a black. Imagine further that all nine of the whites perceive themselves to be unprejudiced and have adopted a genuine commiment to egalitarian values. If each of those well-intentioned whites makes only one insensitive "mistake" a month, the one black target of the nine naïve whites would

experience, on average, some hunful and

isolating behavior every third day.

The well-intentioned white is aware of only one insensitive event over the last month-il', in fact, he or she has been informed of that lapse. But the personal experience of the person of color reflects a high rate of discriminatory behavior. Reduce the proportion of African Americans or add an intentional racist and the resulting setting becomes even more intolerable. This imbalance in perceptions of the rate of discrimination and insensitive ity exacerbates the potential for misunder-

Until college students bring with them from high school more extensive experience with interracial interaction, massive commitments to remedial education and training will be required to reduce the rate of unintentional harm caused by these "interracially incompetent" people. I suspect that the best educational techniques will take advantuge of the positive motivation to "do the right thing" that characterizes most entering students-by emphasizing vivid and concrete examples of the hunful and harmful behavior of the naïve. Oneshot "workshops" presented during firstyear orientation probably will not be suffcient. Rather, activities or programs that foster the early formation of strong intenacial friendships will contribute most to intergroup understanding.

YNTH, inexperienced students master the behaviors that reflect their egnliturian commitments, we must maintain havens for minority students that protect them from intentional harassment and naïve disrespect, including cultural centers and organizations for particular minority groups. By also introducing programs and activities that foster formation of strong interracial friendships, it may be possible, over time, to reduce the need for

safe havens. It is solid interracial friendships that help insulate targets of harassment from the most devastating consequences of anony. mous racist attacks and exaggerated fee ings of isolation. Such friendships also will provide the basis for the sort of internacial learning that has been absent from the experience of many who enter college to

The research that I described at the ou set suggests that each of us can affect others' concern for eliminating racism by tak ing strong public stands condemning bigol. ry on campuses. Just as anti-smoking attitudes among non-smokers eventus led to regulations banning smoking in public places, a broad consensus that eschema bigotry surely can reduce the display t intentional bias and inadvertent discrim natory behavior on campuses.

Our research suggests that no one need wait for administrators to take the lead. Each of us can influence each other b) criticizing the willful bigotry of the mean spirited few and gently guiding the wellintentioned efforts of the inexperience

Fleicher A. Blanchard is a professor psychology at Smith College.

LETTERS TO THE EDITOR

The Politicization' of the Humanities Endowment

Pardon me, but did I read the article on the politicization of the National Endowment for the Humanius correctly ("Chairman of Humanities Fund Has Politicized Grants Process, Critics Churge, April 221? One scholar complained of being turned down because, after serious deliberation, four of five peer panelists refused to put his proposal in the highest category. (When abandoned by your peers, cry "politics.") Another person "suspects that ideology played a role" in the rejection of her application when only two of the five panelists who reviewed

her proposal gave it top grades. (Yep, politics for sure!) And are we asked to take seriously the lament that their proposals were reviewed by panels containing scholas who didn't go along with the poliics of the proposers? Astounding! For all the talk about "diversity" these days, I guess our colleagues would prefer not to see it on peer

Give us a break! I worked at the endowment for seven years and was is acting chairman for almost a year and a half. During that time, given the money at our disposal, in many programs we could fund only those gants that received the highest ntings all around. To dip down lower would have meant cutting out projects that everyone, unanimously, thought were excellent. Sure, neople conveniently cried politics when they were rejected, and those of us in executive positions were called evtrything from fascists to commuhists, depending on the ideology of e proposer. I'm sorry to see that, in reademic life, nothing has changed.

Nonetheless, I think the record should show that equality reigns all wound. We recently put in a proposalto work with high-school teachers on classics of Western literature. It was rejected. Why? You guessed itecording to one reviewer we didn't spend enough time discussing the ments of contemporary literary theory and our authors were preponderantly male and European. So maybe I should accuse the endowment of left-Wing politics?

Allow me to suggest to my colleagues in the academy that if you want to pick on those who have polit-

icized education with their thought- Sewell can propose projects that win less ideology, look around you, clos- strong, unanimous praise from their President S1. John's College Santa Fe, N.M.

TO THE EDITOR: Stephen Burd is to be congratulated for his chilling account of the Stalinization of the National Endowment for the Humanities. Many liberal academics have heard these reports-of blacklisted scholars whose names cannot appear on grant applications, of peer-review panels whose recommendations have been subverted by ultraconservative plants," and, most alarmingly, of what former NEH staffers call Lynne V. Chency's "reputation for seeking to punish those who disagree with her publicly." But not until The Chronicle compiled its evidence of political corruption at the NEH did most of the scholarly community have reason to believe that those reports may be all too true.

It is clear that the Bush Administration's increasingly conservative constituency is very happy with Ms. Chency's strong-arm tactics; as The Chronicle notes, Irving Kristol, neoconservativism's prime mover-andshaker, is now proposing that Cheney be appointed to head the National Endowment for the Arts, as well. Should this happen, we can be sure that the federal government will eventually fund no art or scholarship that does not meet the approval of Pat Buchanan, Sen. Jesse Helms, or Donald Wildmon. The question is whether we want the NEH and NEA to he legitimate granting agencies or two more funding-und-enforcement wings of America's conservative moral gundians.

Ms. Chency has treated the NEH as George Bush has treated the federal judiciary—as a political plum to be nwarded to loyal supporters, GOP financiers, friends, and cronics. The reports cited in The Chronicle's exposé are clearly worthy of Congressional investigation. In the meantime, liberal and non-partisan Americun scholars should be concerned that they may be wasting their time serving as peer reviewers for NEH proposals. If scholars like the Rev. Joseph A. Appleyard and William H.

entire process of peer review is being undermined at the NEH. No serious state of affairs; no democracy should

Scholars in the humanities-liberal, conservative, and unalignedwho have a sincere interest in the federal government's role in the arts and humanities should demand that the NEH explain itself without delay. either to the community of scholars ate Committee on Labor and Human Resources. MICHAEL BÉRUBÉ

Stephen Burd . . . refers to my particination in the peer-review process Professor Jerome B. Karabel's proposal in 1989 at the National Endowment for the Humanities' Interpretive Research Division.

I did take serious intellectual and scholarly issue with Professor Karabel's proposal. However, his assertions of a conflict of interest are without foundation. They do raise a novel definition of the term, namely that any applicant for an academic position who is not offered that position or not placed on a short list should not be permitted to evaluate grant proposals by members of departments to which the unsuccessful apnlication was made.

Such a restriction should logically be extended to mean that anyone who has not received an offer from a department in which an applicant is working, at any time at all, should not be permitted to evaluate the grant applications of that applicant. Conversely, only scholars who have either never applied to a department in which a grant applicant works, or who have applied and been offered a position in which the applicant was working at the time, should be permitted to evaluate the applicant's

This definition of conflict of Interest would eliminate a huge number of potential scholars as evaluators, in-

field of potential evaluators is not presumably the direction in which advocates of diversity and anti-elit-

In this particular case, Professor projects torpedoed by one of Che-scholarly judgment as a conflict of ney's hand-picked panelists, then the interest. If there was a conflict of interest, it was between, on the one hand, my interest as a non-tenured scholar should approve of such a scholar in offering a positive assessment of the proposal of a tenured and influential scholar, and, on the other, my belief that the proposal was flawed. I stuck by my intellectual convictions against my immediate

professional interest. In fact, the process of peer review at the MEH is a public, not a confidential, one. Applicants can use the Fedin American education or to the Sen- eral Register to find the names of panelists and the Freedom of Information Act to acquire relevant documentation. Even when decisions are easy and panelists are ununimous, the overwhelming percentage of applications will be rejected.

Scholars who do not have tenure. and/or do not want to antagonize powerful members of their own discipline should consider the risks of professional retaliation they run when they agree to be NEH conclists. Panels composed only of tenured faculty may defend professional orthodoxies rather than critically evaluate proposals from within the ranks, while non-tenured panelists may be tempted into intellectual corruption by seeking to reward senior members of their own disciplines. Ultimately, the integrity of individual scholars is essential for resolving sometimes conflicting demands for democratization of peer review and scholarly autono-

my of reviewers. It was my judgments, not my interests, which angered Professor Karabel. Had I to do it over again, I would make the same judgments.

Questioning the nature f'independent thought'

TO THE EDITOR:

In his attack on multiculturalism in the April 8 Opinion piece ("Politics and Liberal Education"), Cornell W. Clayton writes: "Many non-Western and traditional cultures would object to these traits [critical thinking and intellectual independence]. The hallmark of an educated person in such cultures might be the mastery of a sacred text, familiarity with an oral tradition, or establishment of an inner relationship with one's creator. Only a handful of societies, most of them Western, prize critical and in-

dependent thought." Beyond the wishful thinking inherent in such a statement (try selling it nocentrism it displays do nothing if poor instruction. not provide justification for multicultural education. What does he mean by critical and independent thought? Only that thought possessed by educated elites in liberal democracies.

If we look at societies that encourage not just independent thought but ment faculty. independent action, then many non-Western societies fare far better than Western societies. Tolerance of difference is a hallmark of many non-Western societies. Even an independent thinker and historical actor like Roger Williams praised the Pequot and Narragansett Indians for

cluding scholars in the same field their "modest Religious perswasion highly qualified to evaluate work in not to disturb any man, either themthe field. . . . Such a restriction of the selves English, Dutch, or any in their Conscience, and worship. . . .

Unfortunately, this was a modesty Williams did not share, as one of his ism would like to see the NEH move. Imajor life ambitions was to persuade Native Americans of the evil of their JOHN AGRESTO Outside reviewers, only to have their Karabel presents a difference of religion and convert them to Chris-

In a type of hypocrisy fundamental to Western civilization, Clayton tol-



erates independent thought only when it advances the interests of liberal democracy. This "critical thinker" evaluates non-Western societies from the biased perspective of modern liberalism and concludes that they are "illiberal."

This is the kind of "critical and independent thought" he would have control college curricula?

THOMAS ZITT Oraduute Fellow in American Culture Studies

Faculty productivity: a matter of perspective

TO THE EDITOR:

Your front-page story ("Colleges Face New Pressure to Increase Faculty Productivity," April 15) is right on. As a college instructor for 12 years, 10 of them as adjunct faculty, 1 totally agree: More pressure on college faculty is definitely needed.

I've taught as many as eight classes in a semester, never less than three, as a part-timer with no benefits and low pay to boot. It irks me considerably to see tenured professors teaching three or fewer classes, and then, often complaining about teaching. It irks me to see tenured teachers do such abysmal work in the classroom, then turn around and get published, using research as the excuse for poor instruction and higher pay.

I recently had a university professor proclaim that "research informs to Socrates, Galileo, and Malcolm teaching." Poppycocki From my ob-X), the incredible ignorance and eth- servations, research generally hides

Get the poor teachers profession. Let's have:

1. Tenured faculty reviewed annually, more for teaching effectiveness, less for articles published. 2. Regular classroom review of all

college instructors by non-depart-3. A minimum four courses per se-

mester assigned to tenured faculty, three for non-tenured. 4. Periodic refresher courses in

methods of teaching for all tenured professors regardless of evaluations. It is hardly surprising to this ob-Continued on Following Page

"It's a completely integrated workstation—imaging, graphics, sound, and over here on the side, a microwave oven."

Letters to the Editor

Continued From Preceding Page server that "no solid data appear to exist on trends in workloads." Too many college faculty like the lifestyle, not teaching; why make

If these sentiments are too strong for the more empirically minded teaching brethren, perhaps more "value added" lawsuits by former students would add impetus, Let's rid the profession of inept performers who hide behind research, dislike teaching, but are able to get by with less work.

Signed by a teacher, first, always, and proud to be, and with evaluations to prove it! Decloral Student in Communications

TO THE EDITOR:

The article . . . on pressures to increase faculty productivity is disturbing not so much for the very real concerns of state legislators as for the lame responses given by university administrators. Apparently, our universities are ensourled in a set of 19th-century categories in which teaching, research, and public service . . . are seen as making discrete and incompatible demands on faculty

We need to break out of these outmoded categories and to create universities that are learning institutions. Instead of responding to legislators by increasing the number of contact hours or unit loads, or by "formal, ongoing monitoring" of faculty activities, we should be transforming our institutions into places where everyone learns. Why can we not have more undergraduate participation in ongoing research and service activities? Why can't we send our sociology students into the community to find out about housing conditions of the poor? Why can't we send our biology students into private research and development laboratories? Why can't we send our business students into the world of business? Why can't we send our literature students to read poetry aloud at public libraries? Why can't we send ethics students to hospices? Why can't our history students write histories of their communities? . . . Why can't we develop new and creative ways to make learning a lifelong activity for everyone rather than one that is confined behind the walls of the acade-

In short, why can't we eradicate

the notion that learning is only about taking classes? The classroom is probably the worst environment for learning most of what students need to prepare themselves for the 21st century. It gives people the erroneous idea that learning stops when degrees are conferred. Worse yet, it focuses on learning about what has already been done, rather than what needs to be done; about learning passively about what has been done, rather than learning actively about creating the future. Furthermore, why can't our uni-

versities be institutions that learn? Must we be bound by an outmoded organizational structure that is backward looking? We, who should be in the forefront of institutional change, are bogged down in the quagmire of institutional rigidity, of hurdening of the categories. Perhaps the pressure from state legislators and the universally tight budgets faced by public and private universities will be the catalyst needed to achieve real

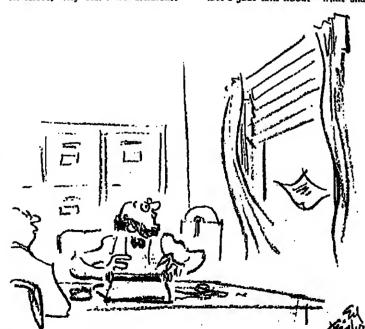
If not, I fear that our universities will be overwhelmed by bureaucratic tant enough to call, then I wouldn't rules and absurd accounting systems that focus on the measure of productivity rather than its substance. Then we shall not even be worthy of the caricature painted by Umberto Eco (Travels in Hyperreality: Essays): "Nothing more closely resembles a monastery flost in the countryside. walled, flanked by alien, barbarian hordes, inhabited by monks who have nothing to do with the world and devote themselves to their private researches) than an American

LAWRENCE BUSCH

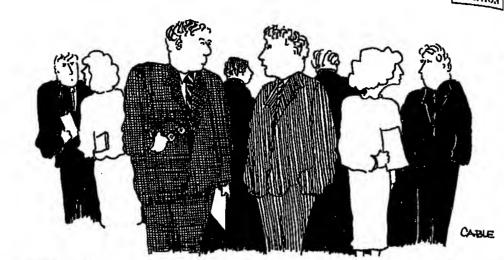
TO THE EDITOR: All of the incredible guff we're hearing lately about "faculty productivity" has finally gotten to me. . . . The truth is, it's a non-issue, and I'm amazed that no one I've heard ofincluding The Chronicle-has, plainly and publicly, said so.

First, by no means all teaching takes place in a classroom, and everyone who's ever done any college not worried about "billable hours." teaching knows it. Let's, for the moment, leave aside the issue of preparing to go into a classroom and teach. even though everyone who's ever done any teaching knows how much time that takes.

Let's just talk about-what shall



"Good God! My Doomsday scenariol"



"Don't quote me. Out of context it might sound a bit Camille Pagliaish."

dents? (I've had my phone ring neur ntidnight, with a call from a student who badly needed to talk through a problem; and we did that.) . . . Is that teaching? I think so, I also know that students' problems don't occur by the clock, and if they think it's importalk because it wasn't in "office

hours"! . . . I once spent more than half time for an entire academic year working with three students on their senior honors theses. I don't know how that would stack up on someone's index of productivity, but two of those students earned their degrees summa cum laude and one magna cum laude with highest department honors. They all turned out elegant, substantial pieces of work. Is this teaching? If it's not, we're all in deep trouble, because that's a lot of what profes-

The Chronicle quoted with what I felt was some skepticism an estimate that the average time college faculty spend in professional activities is about 45 to 50 hours weekly. So it should be: The professors with whom I'm acquainted spend 60-plus hours weekly on the average, every month of the year. We're not clock punchers, and we don't (like attorneys) keep time diaries divided into 10-minute intervals, because we're

What professors do and what widget makers do just . . . ain't comparable. I've never-never-known a professor who went into the profession to make money. If making money's what you're into, and you go into professoring to do it, you're too

damned dumb to be a professor. . . . Perhaps Henry Rosovsky (whose signature, I recall, is on my doctoral diploma) is right: Maybe we've done a very poor job of explaining ourselves. And maybe I'm just naïve: I never thought there was anything to

PIERCE BARKER

National university is an outmoded idea

TO THE EDITOR:

Gov. Marlo M. Cuomo's "new idea" for the Presidential campaign-"a great national university" (Ways and Means, April 8)-is neither new nor original with the Gover-

It is very old idea and has never been implemented for 56 very good been conducted on our campus, nor reasons: the U.S. research universiare we a subcontractor, nor are we ties that over time have been elected . working with any business or governto membership in the Association of ment agency on this project.

we call it?--tutoring? consulting? American Universities. These 56 discussing? listening? talking on the great national universities—the envy phone with upset or desperate stu- of the world-have rendered the idea Consortium for two years; we ended of a capstone national university redundant and, in the current economic climate, an egregious waste of taxpayers' money.

The idea of a national university

originated with George Washington, and it waxed and waned in the decades after his death. After the Civil be much of a teacher if I refused to War, however, the idea conjesced into a movement, championed by John W. Hoyt from 1869 until his death in 1912.... By the mid-1890's, Hoyt had put together a Committee of Four Hundred and claimed that the national university would now be financed by major philanthropic gifts rather than the public trensury. Support for the idea remained nominal rather than substantive, however.

> By 1898, Hoyt began working with the land-grant college association to sortium, Bryn Mawr was still a memsuggest a national postgraduate uni- ber of the marine-sciences consoversity, but, again, the idea met with a tepid response.

Simply put, the Idea of a canstone national university had outlived its usefulness. In the century following George Washington, the United States had given rise to a profusion of colleges, public and private. Indeed, the land-grant college presidents argued that their institutions had reified George Washington's national-university Idea.

As one of them said in 1898: "Within these great national schools lies the germ of the national universi-.... Here we have not one institution but a great number of similar institutions with oneness of purpose."

The national-university idea suffered a mortal wound 90 years ago. In view of the growth and diversity of American higher education, and the unparalleled responsiveness of colleges and universities to new student constituencies, the idea deserves to

ROGER L. WILLIAMS

Jamestown College Bryn Matur denies receipt of directed funds TO THE EDITOR:

Your April 15 article "College Projects That Received Congressional Earmarks" listed Bryn Mawr College as a recipient of directed federal money. Bryn Mawr College, in fact, has received none of the \$300,000 the U.S. Coast Guard gave for the New Jersey Marine Sciences Consortium to develop educational materials on fishing-vessel safety, nor has work

Bryn Milwr College was a member of the New Jersey Marine Science our membership in the fall of 1991 The college joined the consortium for two years to accommodate a junior faculty member (no longer at Boa Mnwr) who wished to use the facilties offered by the consortium in bis course on oceanography.

We have no knowledge of, ax were we a part of, any request for earmarked funds. Indeed, Bria Muwr College has consistently and publicly stated our position that eamarked funds are not appropriately cause they are subject to political ma-

In October 1991, when President Bush signed into law the legislation providing the earmark for the con-

Women are not to blame for violence against them

TO THE EDITOR:

In the April 22 issue you stated that posters at Miami University in 0sford, Ohio, intended to raise consciousness about sexual harassment, "instead may have caused an assmult" ("Posters detailing sexual assault bring backlash," In Brief). The posters did not cause the assault. Your statement is not only factually wrong, but also contributes, in however small a way, to the mispercep tion that women are to blame for men's violence against them.

The man who was so angry at th posters that he threatened a woman over the phone is responsible for that particular assault. Men who assault women are responsible for men's violence against women, not the wonen who fight back, whether through posters or in courts or by physical resistance. ELIZABETH LAMBET Assistant Professor of English Westfield State College Westfield, Mass.

> The large volume of letters to the editor of The Chronk cle prompts this suggestion. Limit the length, where possible, to 500 words. In the competition for space, short letters must sometimes be given preference. Letters may be condensed.

Send them to: Letters ! the Editor, The Chronicle & Higher Education, 1255 23rd Street, N.W., Washington 20037. Please include a day time telephone number.

THE ARTS

An AIDS Cantata That Is Part Hymn, Part Lullaby, Part Country Ballad

By Lawrence Biemiller CLAREMONT, CAL. TOBODY WAS READY for what happened next," a member of the Los Angeles Gay Men's Chorus says in Roger Bourland and John Hall's new cantaia, Hidden Legacies.

"People started getting sick, people started dying," says the man, in a spoken preface to the second movement. "Nobody knew why. But when they found that it was mostly gays, it didn't much matter."

Hidden Legacies is an account of almost everything that "happened next" in the first decade of AIDS-an account rendered in music by Mr. Bourland, who teaches composition at the University of California at Los Angeles, and in words by Mr. Hall. director of UCLA's opera and musical-comedy workshops. Part hymn, part lullaby, part country ballad, the seven-movement cantata tells of fear and courage, of hospital vigils and street protests, of bittersweet farewells and staying on alone. In the end, it also becomes a symbol of the chorus's continuing struggle to cope, artistically and emotionally, with an epidemic that has already taken 70 of its members.

The spoken remembrances, which Mr. Hall culled from chorus members and inserted between movements, are among a number of elements that set Hidden Legacies apart from less adventurous cantalas. Mr. Bourland's blend of musical

models is even more unusual, embracing traditions that range from those of the doister and the campfire to those of the 20th-century concert hall and the Broadway stage.

More unusual still is the presentation that Mr. Hall persuaded the 165-member chorus to give Hidden Legucies in its three-performance première. Chorus members sang the first half of the contemporary-music program in black tie, but returned for the cantata dressed in black, gray, and white clothes of their own choosing-jeans and tank tops, cowboy hats and neckerchiefs, leather vests and chaps, sweatshirts and Spandex shorts.

HE CANTATA OPENED with about half the members of the chorus facing away from the audience and idsing their fists in defiance. Later, during the ballad-like "Left Behind," several couples danced a slow two-step while the rest of the chorus gathered in a semicircle around them; for the a cappella psalm "Give Us A Death Undiminished," the chorus formed a giant triangle on the risers. Those attending a performance at Pomona College here responded with tears and a lengthy ovation.

Hidden Legacies was commissioned by the chorus at the instigation of its artistic director, Jon Bailey, who is a professor of music at Pomona. The chorus received a \$15,000 grant from the Los Angeles Cultural Affairs Department to pay for the work, which has also been presented twice in the city-at UCLA and at the Wiltern Theater on Wilshire Boulevard, While audiences at all three performances seemed enthusias-



UCLA's Roger Bourland (left) and John Hall, who wrote an AIDS cantata for the Los Angeles Gay Men's Chorus: "I realized," Mr. Hall says, "that we really are talking to the survivors."

Give Us a Death Undiminished

Give us a death undiminished

by petty pains

No time remains for selfish gains.

Give us a death undiminished

by who's to blame;

Selective shame's a foolish game.

So give us death with dignity;

A final breath, infinity awaits,

We're at the gates.

And with our death please signify

That we were here, no need to cry.

Just look us in the eye.

"Give Us A Death Undiminished" is the third of seven movements in

Hidden Legacies by Roger Bourland and John Hall. Copyright © 1992

by Roger Bourland and John Hall.

tic, two local music critics disliked the piece. Chris Pasles complained in the Los Angeles Times that Mr. Bourland's writing was "banal" and full of "pop music models," and that Mr. Hall's was "clumsy" and "unfocused."

Mr. Bailey disagrees, however, saying the cantata is "really a harbinger of where we're going" in contemporary composition. "Roger can write a classical piece," Mr. Bailey says, "but he also knows pop, country and western, and theater music." Mr. Bailey says that parts of Hidden Legacies are more technically sophisticated than they might seem, and that the foursynthesizer orchestration is unprecedent-

ed in a choral work. But, he adds, "musically, the stuff is not so complex that you couldn't understand it—it's apprehendable very quickly."

R. BAILBY chose Mr. Bourland for the commission at the suggestion the commission at the suggestion of an acquaintance. Mr. Bourland, in turn, suggested Mr. Hall as lyricist because the two men were friends and had worked together before. Mr. Bailey says he asked for a piece that expressed the complex feelings of gay people who are part of "the AIDS generation" but that was also "uplifting," and that "showed how this community is the stronger for it."

Mr. Hall began by reading up on the epidemic and by asking chorus members to contribute recollections. He also started jotting down comments he heard people make about AIDS. Mr. Hall says he tried to keep in mind "that writing lyrics is not the same as writing poetryyou're writing lines nut to be read and thought about but to be heard and immediately responded to."

R. HALL sent completed sections of his text to Mr. Bourland, who was in France during part of the process. Mr. Bourland faced his own questions about how to approach the cantata, and reached his own answers. He recalls, for instance, that he had "just learned to two-step, and it changed my life"—in addition to inspiring the country ballad that became "Left Behind."

"The piece was not a radical break for me," Mr. Bourland says, adding that he knows that "certain colleagues would want me to write something more austere, to get at the

Mr. Bourland and Mr. Hall consulted regularly with Mr. Bailey, who suggested some revisions. What resulted, Mr. Hall says, is a piece in which "each movement is a little different in character."

For instance: In the second movement, "The Nightmare," dark lines of melody underlie complaints about "selective invective" and "initials

our public officials won't mention." The movement, which would challenge any chorus's diction but which nevertheless was presented flawlessly, ends with a fading repetition of "Silence equals death." The third movement, the psalm, makes a plea as eloquent musically as it is in words: "And with our death please signify/That we were here, no need to cry./Just look us in the eye."

The sixth movement, the fullaby, is perhaps the most emotional. It consists of a lover's last words to his dving companion. his "finest friend": "Can you leave if I tell you that it's time? . . . It's time for you to go." The last movement seeks to offer chorus and listener alike not solace, exactly, but a purpose. "We sing through the tears that full on the page/Of notes that we see," the chorus says in lines whose melody becomes strong and uplifting. "We sing to keep from crying. . . . For our songs have changed us/Affirming life again."

Almost as soon as they were given copies of the cantata, Mr. Hall says, chorus members began responding to it: "Men would say to me, 'I read your lyrics to my therapy group'-or 'to my dying friend.' And I realized that we really are talking to the survivors."

Mr. Bailey says the piece has had "powerful and palpable" effect on everyone in the chorus. "At the first rehearsal, they just grabbed it and ran with it," he says. "And as we have grown into the piece, we've realized that this is our story."

"There were weeks when I could not get through that hillaby without crying," adds Mr. Bailey. "But as I told the chorus, our job is to help other people cry."

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PUBLIC NOTICES

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These negotiations are being conducted under the Employment Contracts Act 1961, an act specifically designed to weeken the influence of collective bargeining and lead to individual contracts.

and leed to individual contracts.

Nagoliations have currectly stalled as a result of interference by a Government agency, the State Services Commission, which has directed NZVC to employ all scademic staff on individual contracts within a pure range of rates model in which management discretion over progression is absolute.

As this represents a hugo alop backwards for the majority of academic staff in New Zealand. AUS has rejected this offer which, inclidentally, includes a zero pay increase for the second year in succession and which presages that there will be no machanism to deliver future increases. There are also no procedures for movement within the ranges other than groce and favour.

AUS is requesting academics throughout the world who may be considering job opportunities in New Zealand not to accept any other without first making context with AUS. We are concerned that Vice Chancellors will offer individual contracts in line with their current position and that people coming from overness will not realise that acceptance of such offers mat have an adverse tong-term effect on the galaries and conditions of university staff in New Zealand.

Rob Crozier Executive Director, AUSNZ (Inc.) Fax: 64-4-362-8508 E-mail: suareo@matal.vvv.ec.nz

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Actouribus Pull-time, tenura track posi-tion in the Department of Business and Economics at Brakine College to beals in August, 1992. Doctorate in accounting or the master's with current CPA certificate. lary, intermediate and advanced accoun-ing, andhing and income tax, Send letter of interest and credantials to: Dr. Jumes W. Oestya, Vice-Prevident and Dean of the College, P.O. Box 248, Dup West, South Carolina 29639.

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Accounting/Financer Salar Joseph's Col-less tecks in Individual to teach undergrad-ite accounting and/or finance courses. Many a degree required with CPA or con-curring in Finance, Teaching experience

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Admissions: Counselor/Assistant Director to Admission and Interest place of Admission of Admission of Admission office beginning in the admission office beginning the procession of the position of Admission office beginning in the admission of a selective Jesus University has understanding in the admission of a selective Jesus University of a selecti

successful candidate will start have increased to the control of t Opportunity Employer.

Alcohol/Drug Education: The Office of Student Affairs, University of San Diego, Calfornia, has begun a search for a Datector of Alcohol and Drug Education. Minimum of Master's Degree with some experience in chemical dependency prevention. Fur job description or information, call (619) 260-4588 or write University of San Diego, Octobro California 92110.

MINNESOTA STATE UNIVERSITY **AKITA**

Director of Records and Special Programs

The Minnesota State University System, Office of the Chancellor, invites applications for the position of Director of Records and Special Programs at the System's Akita Campus, Yuwa-machi, Akita Prefecture, Japan.

The position will provide support to the Office of Academic Affairs with special reference to Student Registration and Institutional Records and to direct special programs of the university. Responsibilities will include registration of students, maintenance of student and academic records, development of self-study and assessment programs, development of summer and special programs, and coordination of Continuing Education Program.

Required Qualifications: Master of Arts degree with a specialization in TESOL, practical fluency in spoken Japanese; and one to three years of administrative experience in an institution of higher education. Letter of application, resume, and three letters of reference should be submit-ted so they are received by June 8, 1992. Mail to:

Dr. Charles J. Graham Minnesota State University System 555 Park Street - Suite 230 St. Paul, MN 55103

Salary range is set by bargaining unit with a range of \$27,298.\$42,150 plus 25% overseas supplement, housing, and other benefits. Salary will be commensurate with education and experience. Appointment to be made by June 25, 1992, with position beginning September 1, 1992.

An Equal Opportunity Educator/Employer, Women and minorities encouraged to apply.

the State of Hawaii and to work with the County Administrators to implement the stree program on Qaba. The extension program on Qaba. The extension production and management, computerized record acceptas, marketins, and waste management with involvement in the State 4-H youth program. The research activities of the specialist will be primarily contented with practical research in accordance with the priorities of the Swine Industry Analysis. Opportunity to participate in other departmental research programs will be available. Instructional responsibilities will be able. Instructional responsibilities will be able. Instructional responsibilities will be and assisting with the swing accition of the functional responsibilities will be introductory Principles and Practices of Animal Science ii. The successful candidate will oversee the management of the University swine herd and is expected to obtain extramutal funds. Minimum qualifications; Ph.D. In Animal Sciences with a strong interest in and completes knowledge of swine production. Demonstrated research capabilities and ability to communical and work effectively with industry elective and professional staff. Desirable qualifications: Post doctoral experiences or training relating to commencial swine production in tropical environments. Areas of complexity in marketing. Working knowledge of the use of computers for livestock production in tropical environments. Areas of complexity in marketing. Working knowledge of the use of computers for livestock production management. Sakary, Salary capacities and experiences with maintain of \$40,524 per year; 11-month, tenute track position, fraumé; 11-month, te

MASSEY

SENIOR LECTURER/LECTURER/ ASSISTANT LECTURER Department of Marketing

Applications are invited for the above positions. Preference for the position of Senior Lecturer will be given to applicants with a PhD, a good publication record and relevant teaching and professional experience. Applicants for the position of Lecturer should have

relevant degree at the masters level, and a strong a retevant degree at the masters level, and a strong interest in research and publication. An appointee without a PhD will be encouraged to enrolling doctorate.

Applicants for the position of Assistant Lecturer should have a relevant degree, preferably with an emphasis on marketing or related disciplines, and a strong interest in assessment A surregular applicant without a higher

in research. A successful applicant without a higher degree will be encouraged to undertake further study.

The Markeling Department teaches undergraduate tudents enrolled in internal and extramural courses eading to the Bachelor of Business Studies degree and Diploma of Business Studies, as well as students enrolled n postgraduate Honours, Masterate, MBA and PhD courses. The Department has a strong academic and applied research programme and publishes its own journal, the MARKETING BULLETIN. It also has an active involvement with the business community.

Reference Number CHE 30/92 must be quoted. Closing date: 7 June 1992.

Further details of the above positions together with Conditions of Appointment are obtainable from Mrs V B Bretherton, Personnel Section, to whom applications, including a full curriculum vitae, and the names, addresses and fax numbers of three referees should be sent before the closing date specified.

B.R.H. Monks Registrar

We are an Equal Opportunity Employer

Palmerston North . New Zealand Telephone (64) 6 356-9099 Fax (64) 6 350-5615

HURON UNIVERSITY

Huron University is a private, independent coeducational institution located in Huron, SD. It enrolls approximately 1,000 students at its campuses in Huron, SD; Sioux Falls, SD; and London, England.

Responsibility: The Librarian will be responsible for directing the Library at Huron University's anticipated Tokyo, Japan branch campus which will

open in 1992.

Qualifications: MLS from ALA-accredited university with a mittimum of 3 years' experience at the supervisor's level. International experience is a plus. Deadline: June 1, 1992. Applications and nominations should be addressed to: Dr. R. John Reynolds, President, Huron University, 333 9th Street, SW. Huron, SD 57350. EOE/AA/M/F.

Tweive-month renewable, administrative appointment. Begins July 1, 1992. Solary very competitive with excellent medical benefits, Qualifications: MA in Art History of MS in Library Science with a background in Art History; experience in silide library operations; reading knowledge of French, German, or initian; knowledge of computer applications in visual resources collections. Send there of application, resource, and three latters of recommendation immediately to Providence College, Bursan Resources Department, Providence, Rhode Island 02918. AA/EOF/WMA.

Athletics: Kenyon College is offering a fulliline coaching position for a Isend women's field hockey and iscresse coach. As head coach, is responsible for memagement and administration of all facets of Division III program; recruiting, coaching, budget, etc. Some teaching of activities countes in elective physical education program, as well as other administrative supervisory duties as assigned. The successful candidate will have at least a buchelor's degree, and some experience coaching field bookey and lacrosee at the collegiate level. Playing experience preferred, along with a strong work-



BULLETIN BOARD: Positions available

Applications are invited until 1992-06-30 from persons with appropriate qualifications and experience regardless of gender, religion, race, colour or national origin for appointment to the following posts:

FACULTY OF ARTS

Professor/Head in Anthropology

Applicants should have an interest in the development of Southern African Anthropology and be committed to promoting critical theoretical perspectives and ethnographic research which all facilitate understanding of transformation in Southern Africa. The new incumbent would be expected to participate in promoting and strengthening innovative teaching approaches and research in the department.

Professor in Political Science

The University seeks an energetic and imprivated person, who the University seeks an energene and into twiced person, who subscribes to democratic management and is committed to the transformation of this key department. The person should have strang administrative skills, a high research profile and an interest in curriculum development.

The successful candidate may be required to be the Head of the Department for a specified period.

The successful candidate for this senior position should have u panicipatory style of management and an ability to teach a wide nage of fields in Sociology at the under and post-graduate levels, in the context of growing student curolment in recent years. He/she should have the ubility to relate sensitively to the

The successful candidate may be required to be the Head of the

requirements:

Professor/Head: Doctorate plus proven research abilities and publications. A Professor/Head of Department will be expected to provide leadership in research, teaching and administration within a progressive and transforming University.

Appointment may be considered on a Permanent or Contract

Pasion scheme, medical aid scheme, group life assurance, leave philoges, service bonus, relocation expenses and housing subsidy (abject to certain conditions).

Application forms, salary scales and further particulars are obtainable from: The Personnel Division, University of Durban-Westville, Private Bag X54001, Durban 4000, South Africa. Telephone (031) 820-2222/3, Fax No. (031) 820-2315.

Administration Positions

MALAYSIA/THAILAND

DIRECTOR OF ADMINISTRATION

DEAN OF AMERICAN PROGRAMS Assist the Director of Administration in the management of American pro-grams in Malaysia. MA + experience required.

DEAN OF ACADEMIC AFFAIRS

Manage Teacher and Clerical staff in Bangkok while expanding new pro
pursue of the conducted at campus site. MA + experience required.

THE STAMFORD COLLEGE GROUP
c/o BHP Associates
1601 Response Road
Sacramento, CA 95815

ad administer personnel operations, including staff entployment ion at Kuala Lumpur campus site. MA + experience required.

We invite applications for the following positions

Lener of Application and Résumé can be sent to:

ressures of a society in transition

FRINGE BENEFITS:

ment for a specified period.

Professor in Sociology

UNIVERSITY OF

SOUTH AFRICA

DURBAN-WESTVILLE

Faculty of Architecture

Lend Lease Chair of Urban Design Reference No: 15/06

Applications are invited for the Lend Lease Chair of Urban Dasign, established in the Foculty of Architecture by the University, with the support of

he person appointed to the Chair will be expected to provide academi no person appointed to the Chair Will be expected to provide academic leadership in teaching and research in the postgraduate programs in urban design. The field of the Chair will be in the area of urban design theory and/or stacker.

Consultancy work may be undertaken within the normal lettes and conditions applying to academia positions; the appointee may be invited to consult to the Land Lease Corporation, a major Australian davelopment company. The appointment is available for a period of approximately two years commercing no loter than February 1993.

Salary will be within the range A\$73,800 - A\$77,900. (Top of the range will not be available until 23 July 1992.)

Provision is also made for private consulting in accordance with the University's regulations. Assistance with relocation expenses will be provided. Further Information about the position may be obtained from the Head of the Department of Architecture, Professor G P Webber on (812) 692 2771 or (812) 602 3471.

Further Information is also available from the Association of Corn Universities, 38 Gordon Square, London WCHI OPF It is anticipated that interviews for the Chair will be held within three months of the clastic data.

The University reserves the right to appoint by invitation and not to proceed with any appointment for financial or other reasons. Closing: I 1 June 1992

Faculty of Health Sciences

PROFESSOR/ ASSOCIATE PROFESSOR IN OCCUPATIONAL THERAPY

Reference No 15/01 etions are invited for the position of Professor/Associate Professo supalional Thetapy, Faculty of Health Sciences, The Universit

of Sydney.

The University is seeking an outsignding scholar with proven research abilities in occupational therapy, capable of providing strong academic leadership, developing both existing and now research programs, and contributing to the School's links with the community. It is expected the appointers would have extensive knowledge of a broad renge of areas of research and precise in occupational therapy. Applicants intrast be eligible for memberahlp of a recognised occupational threapy professional association. An appointment at the level of Professor would be to the Foundation Chair of Occupational Therapy. Associate Professor Level D A\$60 475 - A\$66 625° p a. Professor Level E A\$73 800 - A\$77 900° p a.

top of salary level unavallable until July 1992 Provision is elso made for private consulting in accordance with the University's regulations. Assistance with relocation expenses will be provided.

uriher information may be obtained from the Dean, Faculty of Healt Fences, Professor Judin Kinneer (812) 646 6444, Fex (612) 646 4853. Further Information is also evallable from the Association of Commonw Universities, 36 Gordon Square, LondonWC1H OPF.

It is articipated that interviews will be held within three months of the closing date. The University reserves the right to appoint by invitation and not to procee with any appointment for financial or other reasons. Closing: 3 July 1992

Mathod of application for Academic positions: (Four for Associate Professors and above) of the applications, quoting reference no., and including curriquium vitee, list of publications and the names, addresses and fax nos., of at loss) these and no more than five refer Applications to be sent to: Assistent Registrar(Appointments) Stail Office(KO7) The University of Sydney, N.S.W. 2006 Australia by the above closing dates.

Equal employment apportunity and no smoking in the workplace are University policie

DEVELOPMENTAL STUDIES: Assistant Professor.

Reading/Language Arts Academic year, non-tenure track position starting September 1, 1992. Larned master's degree in elementary education. Responsibilities include teaching developmental reading courses, stacking language aris methods courses, supervising field experiences K-12, and adving students. Candidates should have at least five year's experience teaching at the college and elementary school levels. Salary commensurate with experience and qualifications. Excellent firinge benefits. Submit letter of application, résumé, official transcripts of all codege work and three current letters of reference to Mrs. Ray Willoughby, Developmental Studies. Department, Georgie College, CPO 074, Milledgeville, GA 3 1061. Application deadline is May 15, 1992. Georgia College is an

Aviationi Southeastern Oklahoma State University. Chief Flight Instructor. Backelor's degree required, Master's preferred. For fixed wing aircraft, the requirements as set forth in Federal Aviation Regulation FAR 141.35 (a) through (d). To apply, submit a fetter of application, resume, university transcripts, and three letters of recommendation to the Personnel Office, Southeastern Oklahoma State University, Station A, Durant, Oklahoma 74701.

Avialions Afsistant Professor. Tenurs track position at Louisiana Tech University. Teach all flight related courses. Administrative responsibilities. Current Commercialingturiment and Multi-cagine required. April 1992 at University Community College in Orem. Requires a Ph.D. in Sociology plus yat.000 to \$26,000. Contact forth II. Filhiol, Chalcunan, Search Committee, Department of Professional Avisiton, Box 3181 Tech Station, Ruston, Louisiana 71270; phone (318) 257-2651/2692. Behavioral Sciences: Position starting Fall 1992 at Utah Vailey Community College in Orem. Requires a Ph.D. in Sociology plus one year of full-time, raid teaching or equivalent, or graduation from an accredited college or university with a master's degree in sociology plus two years of full-time, paid teaching. Clinical ancior social or community agency experience highly desirable. Application deadline is June 5, 1992. For application and information, conset Personnet Services, (801) 222-8000, estembion 3207. UVCC is an accredited community college serving 8,000 students. AA/EOE.

Bilingual Education/Administration: Educa-tional Director, California Association for Bilingual Education (CABE), non-profit or-senization. Carry out, manage and monitor bilingual educational projects, conferences

FACULTY POSITIONS

Rappahannock Community College is a two-campus institution serving a 13-county rural region sast of Richmond, Virginia. The college seeks faculty to fill the following 9-month positions, effective August 16, 1992. Salary will be commensurate with experience but no less than \$23,859 for instructor rank or \$27,393 for Assistant Professor. (25: salary adjustment effective December 1, 1992). Benefits package included.

included.

SOCIAL SCIENCE, Glenne Campus, Position #F0043. Teach in two of these disciplines: history, psychology, sociology, or political science. Advise students enrolled in degree programs. Develop course outlines, plan instructional strategies, and coordinate with other faculty members. Minimum qualifications: Master's degree in one these listids: history, psychology, sociology, political science, or social science, and qualifications to teach in a second discipline. Eighteen gsh required for each teaching field. Desdline: June 15.

HUMANITIES/FOREIGN LANGUAGE. Glenne Campus, Position #F0022. Teach courses in two of these fields: foreign language, humanities, English and speech. Advise students enrolled in degree programs. Develop course outlines, plan instructional strategies, and coordinate with other faculty members teaching in the humanities. Minimum qualifications: Master's degree in one of these fields: foreign language, humanities, English, and speech and qualifications to teach in a second discipline. Eighteen gah required for each teaching field. Deadline: June 17.

NURSING. Warsaw Campus, Position #F0054. Teach Fundamentals.

Degaune: June 17.

NURSING. Warsaw Campus, Position #F0054. Teach Fundamentals of Nursing and other offerings related to the Associate Degree RN Program. Responsible for advising freshman nursing students and for inventory and condition of campus laboratory. Minimum qualifications include a Bachelor's degree with major in nursing plus 2 years' related occupational experience. Teaching experience in Associate Degree nursing program preferred. Deadline: June 22.

Degree nursing program prefered. Describe: June 22.

BUSINESS, King George Site and Warsaw Campus, Position #F0055.
Teach full range of accounting courses in Associate in Applied Science Degree in Business Management with specialization in Accounting and other Business courses. Duties include advising students, marketing, and articulation with local businesses and schools. Bachetor's degree required. Eighteen (18) gah in accounting or CPA and 2 years' related occupational experience required; additional teaching preferred. Desdilne: June 24.

Positions may require teaching day, evening and cross campus classes. Commonwealth of Virginia Application Form and unofficial transcript must be received by 4:30 p.m. on deadline date listed. Submit

Rappahannock Community College Central Personnel Office P. O. Box 287, Glenne Campua Glenne, VA 23149 804-758-5324, Ext. 228 EEQ/AA/M/F/D

Résumés will not substitute for a fully completed state application

UNIVERSITY OF MISSOURI-COLUMBIA **COLLEGE OF EDUCATION**

Department of Practical Arts and Vocational-Technical Education

Assistant Professor - Marketing Education

The MU College of Education invites applications and nominations for a tenure-track assistant professor with qualifications including an earned doctorate with graduate emphasis in marketing education and/or vocational education; background and experience preferred in teaching marketing education at secondary, postsecondary, and/or adult level.

Appointments Tenure-track appointment to commence September 1, 1992. Appointment in termine act appointment to commence september 1, 1992.

Duffers Teaching and advising undergraduate and graduate students in marketing education and vocational education; activaly involved in research, submitting publications, providing constitutive services and inservice education to high school and community college personnel; supervising student beaches and students enrolled in occupational internships; assisting with all phases of the preservice and inservice marketing teacher education program.

applications: Applicants should submit a letter of application; a resume of experience educational and professional); transcripts; names, addresses and phone numbers of three efferences; and/or have placement papers forwarded from college or university where heir graduate education was completed. Send to:

Or, Sheila Ruhland, Chair, Search Committee ment of Practical Arts and Vocationst-Technical Education University of Missouri-Columbia 202 London Hall & Columbia, MO 65211 (314) 882-9619

Cloring Dates Review of applications will begin May 22, 1992, and continue until position is filled.



Lebanon Valley College ACCOUNTING

One-year replacement position available for 1992-93 academic year beginning August, 1992. Teaching areas include financial accounting, managerial accounting, intermediate accounting, cost accounting, and Mis. The successful candidate must possess MBA. CPA, and have industry experience. Treaching experience is a plus. Rank and salary commensurate with qualifications and experience. Lebanon Valley Collego is a private, co-educational liberal arts institution located in Annville, PA close to Hershey and Harrisburg, PA. Send résumé with references by June 15, 1992, to Dr. Sharon F. Clark, Chairperson, Department of Management, Lebanon Valley College, Annville, PA 17003.

An Affltmative Action, Equal Opportunity Employer.

and publications. Advanced dagree, Travel involved. Southern California location, year-round schedule, Application deadline June 15, 1992, Cal (714)497-6919 for complete Job description, EOE.

Biological Science/Demography: PopulaBiological Science/Demography: PopulaBiological Science/Demography: PopulaBiological Science/Demography: Populabiological Sciences
biological Sciences
and experience. Send letter of appliculture, current returne, transcripts, and the
names and addresses of references by June
3 to: Blochemistry Search, Degardingth of
the interest position which will be available for
one to three years. Responsibilities include
the interest production and
demography section of a large undergraduate non-major's course ach sometics.

araduate courses in biometry each fall sentester, and courses in Population Biology and Manamajogy alternate years. Previous experience with museum collections is desirable, but not required. Opportunities exist to work with M.S. Ph.D. and Doctor of Arts students. Applicants will be expected to hold a doctoral degree. This position will remain open until filled, but applicants should send a letter of application, a wits, and three letters of reference by June 15, 1992, to: Chairperson, Sourch Committee. Box 8007. Department of Biological Sciences, Idaho State University, Pocatello, Idaho 8209. Idaho State University, Pocatello, Idaho 8209. Idaho State University is an Equal Opportunity, Affirmative Action Employer.

Biology: Tenure track position beginning Full, 1992. Search extended. Assistant Professor with specialization in invertebrate Zootagy. Ability to teach parasitonisay and some molecular experience helpful but not required. Successful candidate will also be expected to teach in the introductory biology courses not the anatomy and physiology courses for health professions students.

Is an AA/EOB. Georgia is an AA/EOB. Georgia is an AA/EOB. Georgia is an order of Blobogy: Assistant Professor—Cell Bishmid-Fills deposit position beginning during investigation of the Ph.D. required with partners as year to candidate with experience has reported by the property of the

UNIVERSITY OF BOTSWANA

Applications are invited for the following appointment LECTURER IN THE DEPARTMENT OF POLITICAL AND ADMINISTRATIVE STUDIES (Vacancy No. FSS/PAS 1/92)

(Vacancy No. FSS/PAS 1/92)

Applications are invited for the poet of Lecturer in the Department of Political and Administrative Studies tenable as soon as possible. The selected candidate will be expected to teach undergraduate as well as graduate courses for the Maeter's degree in Public Administration (MPA) and must have compelence to teach at least three of the foliosing courses: Development Administration, Comparative Public Administration, Public Financial Administration, Local Government, Research Methods, Public Enterprise, Public Policy Analysis, Personal Administration, Organisation Theories, and Public Administration in Botewena. Applicants must possess at least a Master's degree in Public Administration but preferably a Ph.D. Relevant teaching/research experience in Africa will be an advantage. Closing date: 22 May 1992.

PROFESSOR/ASSOCIATE PROFESSOR/ SENIOR LECTURER/LECTURER SCHOOL OF ACCOUNTING AND MANAGEMENT STUDIES
(Vacency No. FSS/SAMS 1/92)

(Vacency No. FSS/SAMS 1/92)
Successful candidates will be expected to teach accounting, sudding finance, marketing (preferably international marketing), management information systems, business policy, organization behavior, general management, and quantitative methods. Applicants should specify the field and level at which they would like to be considered. Applicants should submit a clearly marked list of courses taught at its undergraduate and graduate levels, Experience in teaching at the graduate level would be an advantage for those seeking appointment to senior positions. Applicants should have at least a Master's degree but preferably a Ph.D. with relevant specialization and ability to teach in the MBA and a multi-streamed Bachelor of Commerce degree program.

Closing date: 31 May 1992. LECTURER IN ECONOMICS (Vacancy No. FSS/EC 2/92)

(Vacancy No. FSS/EC 2/92)
Successful candidates will be expected to teach Economics of Libour, Economics of Mineral Resources, African Economic History and Environmental Economics. In addition to teaching, successful candidates will be expected to undertake, promote and participate in research and other activities of the Department and the Faculty of Social Sciences. Applicants should have at least a Master's degree in Economics but preferably a Ph.D. with relevant specialisation and shifty to teach in one or more of the above areas at the undergraduate and cardinate levels.

Closing date: 31 May 1992. LECTURERS IN ENGLISH (LITERATURE) (Vacancy No. H/E 1/92)

Successful candidates should have specialised in one or more of the following areas: English Metaphysical Poetry and the Poetry of Mitton the English Novel from Daniel Defoe to Thomas Hardy, and Victorian Literature or late 19th century English Literature. Applicants should have at least a lower second degree in English plus a higher degree (M.A. and/or Ph.D.) in English Literature.

Closing date: 31 May 1992. Remuneration per annum: Professor P76,188-P81,998; Associate Professor P67,188-P73,164; Senior Lecturer P55,236-P65,136; Lecturer P26,772-P57,654.

er r/25,772-Pb7,854.
Fringe benefits include Motor Car purchase Advance Scheme, an optional 50% UB funded medical aid plan, car allowance at 15% of easiers alary for staff earning a basic salary of at least P34,484 per anome and free tuition for spouse and up to four dependent children or courses offered by the University but not at its affiliated and associated institutions. Additional benefits for expetrate staff include: educational allowance for up to four dependent children and gratuity at 25% of basic salary on successful completion of a two-year contract.

Applications, question the versions number full and un-to-date C%.

of basic salary on successful completion of a two-year contract. Applications, quoting the vacancy number, full and up-to-date CVs. certified copies of educational certificates and names and addressed of three academic referees, should be addressed to the Assistant Rejetar (Academic Staffing). University of Botswana, Private Bag 002, GABORONE, Botswans, Applicants should ask their referees to submit references direct to the University before the stipulated doing date. Please note that applications with incomplete information may not be acknowledged. Applicants resident in the UK should size sed a copy to the Appointments Officer, Association of Commonwealth Universities, 38 Gordon Square, London WC1H OPF.

founded in 1950, Stamford College is the largest independent college of higher education in ASEAN with a student body of over 18,100. As one of the most progressive independent resource centers in Asia, Stamford College tests leaders in education who have both a proven track record and offense considerations.

VISITING FACULTY POSITIONS College of Business & Management Studies

UNIVERSITY OF SOUTH ALABAMA Seeks Candidates for Visiting Faculty Positions for Academic Year 1992-93 ACCOUNTING. Applicants should possess either a Ph.D., an LLM sed CPA, or a ID and a business or accounting master's degree with a concentration in lexation.

HUMAN RESOURCE MANAGEMENT. Ph.D. (or ABD) in Human Resource Management required. Will teach and conduct research in HEM. Emphasis on teaching and research skills.

Applications will be accepted until April 30 or until positions are filled.

Applications will be accepted until April 30 or until positions are filled. Send vite and three letters of reference to the Office of the Dean, College of Business and Management Studies, University of South Alabama. Mobile, Alabama 36888. The University of South Alabama is an Allianative Action, Equal Connectionity Explores. ative Action, Equal Opportunity Employer.

side Cenedra Assistant Professor—
inciditibilici objelogist position begining Anpart 13, 1992. Ph.D. required with
reference given to candidate with experino in ancicultra techniques and demontentation of the processor candidate will teach
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http://cology. Asjatant Professor/Blo-by all instructor/Cologist position be-the stream 13, 1992. Ph. D. in a biologi-lating place for the stream of the stream conducts with its radaute pour in an east steps, and demonstrated teaching on the stream of the stream of the stream of the stream and the stream of the stream o

cessful candidate will teach and courdinate freshman blology inboratories and teach freshman blology and physical and environmental geology. Involvement of undergraduates in research and commitment to Christian higher education is expected, interviews will begin in early June and applications will be received until position is filled. Send letter of interest, vine, graduate transcripts, and three letters of recommondation to: Dr. Steven H. Byerhan, Chairman, Department of Biology, Campbell University, Buies Creek, North Carolina 27506-0308.

Biology/Mathematics: Catholic seminary-college seeks full-time person with Pb. D. or Master's in Science to teach Boology and Mathematics. Résumé by June 15, 1992 to Sister Mary Christine, Pb. D., Academic Dean, Wadhana Hall, R.R. 4, lox 80, Os-densburg, New York 13669.

Biology/Research: Biology Post-Doctoral Fellow, Conduct Research in Molecular Biology and Immunology, Engage in cloning, sene expression, vaccine development and transcription. Ph.D. in Molecular Biology or Doctorymental Biology or Biochamistry required. Knowledge of sone regulation,

+ NOVAUNIVERSITY

NEW FACULTY POSITIONS The Abraham S. Fischler Center for the Advancement of Education invites applications for the following positions:

1) Program Professor, Reading. This position requires a doctorate in the field. Preference will be given to persons who also have a minimum of 18 graduate hours in elementary and/or primary education.

2) Program Professor, Computer Education. This position requires a) a doctorate in computer education, computer science, or, in a related field with a minimum of 18 graduate credits in computer science education or educational applications of computing; b) knowledge of Pascal and either Basic or Logo. Preference will be given to persons with additional background in

3) Program Professor, Exceptional Student Education. This position requires a doctorate in the field with an emphasis in working with the emotionally handicapped or with handicapped preschool children.

Responsibilities for all three positions include teaching, development of curriculum and instructional materials and supervision of students' applied research projects. These are twelve-month positions based in the gnaduate education center on Nova's campus in Fort Lauderdale, Florida. Occasional weekend travel is required.

Preference will be given to persons with appropriate teaching experience. K-12, or in programs for young children, computer literacy and background or interest in innovative and technology-based delivery systems.

All positions are available July 1, 1992. Deadline for applications is June 10, 1992. Minorities are encouraged to apply. Send cover letter and resume to:

Nova University
Personnel Department (LSG)
3301 College Avenue
Fort Lauderdide, FL 33314

Nova University, second largest independent university in Florida, is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools. Affirmative action, equal opportunity employer.



MARKETING College of Business

The College of Business at Idaho State University is seeking applicants for a position as Assistant/Associate Prolessor of Marketing. An earned doctorate in Marketing is desired. Those close to completion of such a degree will be seriously considered. This position is available beginning August, 1992. The Marketing Department, with 125 undergraduate majors, focuses on educating students for industrial sales and marketing positions. Teaching and research in sales management are desired.

The department and the college have developed working relationships at an adjacent federal energy technology development laboratory. The college also houses one of 7 state-of-the-ari computerized decision laboratories. A research focus or a background in technology marketing, technology transfer, technical or international sales management would be ideal.

The College of Business has 1,300 students in the undergraduate

The College of Business has 1,300 students in the undergraduale majors—accounting, computer information systems, finance, management and marketing. Approximately 125 students are in the MBA program. The college has AACSB business administration accreditation at both the undergraduate and graduate levels.

Ilon at both the undergraduate and graduate levels.

ISU is a comprehensive university of approximately 10,000 students located in Pocatello, a community of 65,000 within a two and a half hour drive of Salt Lake City, Yellowstone and Grand Teton National Parks, and Sun Valley.

The position will remain open until it is filled. A visiting position would be considered, interested persone should send a letter of application, résumé, and list of references to: Dr. Ron LeBlanc, Chair, Marketing Department, College of Business, Campus Box 8020, Idaho State University, Pocatello, Idaho 83209.

ISU is an Affirmative Action. Equal Opportunity Employer.

ISU is an Affirmative Action, Equal Opportunity Employer.

JOHN WOOD COMMUNITY COLLEGE

John Wood Community College saeks experienced, energetic faculty to teach, develop and expand the college's curriculum. The College is a dynamic, comprehensive, public community college located in Quincy, litinots, on the beautiful Mississippi River.

FACULTY POSITION

9-MONTH, TENURE-TRACK POSITION:

• ACCOUNTING INSTRUCTOR: Master's degree in accounting or ACCOUNTING INSTRUCTOR: Master's degree in accounting or MBA with an emphasis in accounting required; CPA preferred. Minimum of two years' teaching experience required, Prefer community college teaching experience utilizing the computer in teaching accounting. Start Date: 8/16/92. Salary/Benefits: Competitive. Application Process: Send letter of application, resumé, and transcripts to: iton Process: Send letter of application, John Wood Community College, 150 S. 48th St., Quincy, IL 62301. Applications will be accepted lege, 150 S. 48th St., Quincy, IL 62301. Applications will begin June 1, applications in the senting of the sen lege, 150 S. 48th St., Quincy, It 62501, April the position is filled. Review of applications will begin Jurie 1, until the position is filled. Review of applications will begin Jurie 1, 1992. JWCC is an equal opportunity, affirmative action employer and specifically invites and encourages applications from woman and minorities.

ONERS CONTRACTOR DESCRIPTION OF THE OWNER OW

gene construction, transcription, Blochem-istry, Protein Chemistry, and Davelopment Blolosy required. \$25,000/year, Send re-sums or curriculum vitae to Philadelphia Job Bank, 444 North Third Street, Third Floor, Philadelphia, Pennsylvania 19123. Refer to Job Order \$4431763. Proof of legal right to work in United States required.

Husiness Administration: Faculty, Full-time position to teach courses at the undergraduate level in Management (MIS/POM or Personne/Strategy), Ph.D. or DBA, evidence of scholarys activity and the ability to teach a culturally diverse population areaquired for a tenure track appointment. Candidates who have achieved ABD status will be considered for a non-tenure track appointment, Praference siven to candidates with leaching experience. Begin September

New York [442]. AND SURBusiness Admishisation / Managements
Southeastern Oklahoma State University.
Chair and Assistant or Associate Professor
of Business Administration and Management. Ph. D. or D. B.A. in Management or
Marketing required. Applicant must be
able to teach upper-level management (including Organizational Behavior and Operministration and Management) or upper-level marketing and chair department of Business Administration and Managemant comsisting of
10 other faculty members. To upply, submit

...:8 A.

NATIONAL UNIVERSITY OF SINGAPORE

Faculty of Engineering

Applications are invited for teaching and research appointments in one of the following departments from candidates with a relevant Ph.D. de-CHEMICAL ENGINEERING

Biochemical Engineering Process Control

MECHANICAL AND PRODUCTION ENGINEERING

impact Mechanics
Corrosion Engineering
Automation and Control
Manufacturing Engineering
Fluid Mechanics
Thermodynamics and Head Transfer
Dynamics/Mechanism

Gross annual emoluments range as follows: 5\$53,160-5\$64.200 5\$58,680-5\$100,310 5\$88,650-\$122,870 Lecture/Research Scientist

Senior Lecturer
Associate Professor (US\$ 1.00 = 5\$ 1.64 approximately) The commencing salary will depend on the candidate's qualifications, experience and the level of appointment offered.

experience and the level of appointment offered.

Leave and medical benefits will be provided. Depending on the type of contract offered, other benefits may include provident fund benefits or an end-of-contract gratuity, a settling-in allowance of \$\$1,000 or \$\$2,000, subsidised housing at nominal rentals ranging from \$\$100 to \$\$216 p.m., education allowance for up to three children subject to a maximum of \$\$16,425 per annum per child, passage assistance and baggage allowance for the transportation of personal effects to Singapore. Staff members may undertake consultation work, subject to the approval of the University, and retain consultation fees up to a maximum of 60% of their gross annual emoluments in a calendar year.

Lee Kuan Yew Postdoctoral Fellowship

Lee Kuan Yew Postdoctoral Fellowship Applicants for appointments as Research Scientist may also apply for the Lee Kuan Yew Posdottoral Fellowship, which will be awarded to candidates with excellent academic records and research potential and who have obtained their Ph.D. degrees in the last few years. A stipend will be provided under the Fellowship which will be held concurrently with the candidate's appointment as a Research Scientist.

Facilities There are eight faculties in the National University of Singapore with a current student enrolment of some 15,000. All departments are well-equipped with a wide range of facilities for teaching and tesearch.

equipped with a wide range of facilities for teaching and tesearch. All academic staff have access to the following computer and relecommunication resources an individual microcomputer (an IBM AT-compatible or Apple Macintosh): an IBM mainframe computer with 16 MIPS of computing power an NEC SX supercomputer with 650 MFLOPS of computing power departmental laser printers; a wide spectrum of mainframe and microcomputer software; voice-mail. A campus-wide network, which is based on the high speed optical fibre based FDDI technology, links up all the academic staff and student microcomputers, UNIX hosts, the on-line library catalogue, internet and BTNET.

Application forms and further information on terms and conditions of

service may be obtained from: The Director North America Office National University of Singapore 55 East 59th Street New York, NY 10022, U.S.A. Teli (212) 751-0331 The Director Personnel Department National University of Singapore

Enquiries may also be sent through BITNET to: PERLCH@NUS3090, or through Telefact: (65) 7783948.

MOUNT IDA COLLEGE School of Liberal Arts **Faculty Opening in Communications**

Mount Ida College in suburban Boston seeks a full-time faculty member in journalism/writing for a new B.S. Program in Communications beginning Fall 1992. Ph.D., college teaching experience, professional experience in print or electronic newsrooms and familiarity with desktop publishing are

Possible courses include: Newswriting and Reporting; Literary Journalism; Advanced Editing and Stylistics; Writing for the Media; Communications Ethics Seminar; Introduction to Contributions; Public Relations; Intermediate Composition; Advertising.

Send letter of application, curriculum vitae, and names of three references to Academic Offices, Mount Ida College, 777 Dedham Street, Newton Centre, MA 02159. Review of applications begins May 26, 1992. No tele-

a letter of application, résumé, university transcripts, and three letters of recommen-dation to the Ferannel Office, Southeari-ers Chlahoma State University, Station A. Durant, Oklahoma 74701. Application deadline is June 5, 1992. AA/EOE. raising, enternal relations. Some research. High visibility. M.A. preferred, Academic Salery/Renefility. Assistant Director, Co-tumbla Bosiness School Telecommunications Research Inatitute. Entry-level populous, administrative experience preferred. Supervise staff, bookkeeping, urasinizes conferences. Computer/people stills, High visibility. Academic aslary/benefits. B.A. required. Columbia Institute for Tele-Information, Columbia, 390 Urls Hall, New York 10027. Equal Opportunity.

Business Communication: Assistant Professor of Business Communication: Assistant Professor of Business Communication, Bolse State University. Tenuse track opening for assistant professor of business, Bolse State University. Seeking individual who has successfully seath at an AACSB accredited business school and hen significant practical experience to the business communication field. Doctorate degree in an appropriate field is required and must be awarded polater than fannary 1993. Person hired will be expected to play a mixlor role in enhancing curriculum and the overall communication skills of its students. This 1992-1993 academic year position is considered on mail a qualified candidate is identified. A January 1993 starting time may be considered, those qualified for this position should forward a letter of application, complete vita, and the nances, addresses, and prione numbers of at least three references to Dr. Bouglas J. Lincoln, College of Business. Bolse State University, 1910 University Drive, Bolse, Idaho 83725. EEO/AA Institution.

Chembiryi Anticipated opening. Tenure-trark position at small state university, ef-fective September 1, 1992. Required: at least a master's degree and additional srad-uate study in chemistry; teaching compe-tence in general chemistry, organic and physical chemistry. College teaching expe-rience and Fh.D. destrable. Mimority appli-culous encouraged. Send letter, vius, all college transcripts, at least three current letters of reference by June 15 to Dean Da-vid M. Tsylor, Livingston University, Sia-tomplete applications will not be consid-ered. Equal Opportunity Employer.



FACULTY OF EDUCATION, HUMANTIES

LECTURER (LEVEL A or B)

LAW & THEOLOGY

IN SPANISH

Limited-Term (3-5 years)

Level A Academic: A\$27 060 - A\$33 950 pa

Level B Academic: A\$39 463 - A\$45 615 pa

Ref 92081 C. Available in the Spanish Discipline, School

of Humanities, for three years with possible two year extension. Responsible for contributing to courses in Spatish language, literature and culture for native and non-native speakers at all levels from beginning to advanced. An appointee at Lecturer B level will also be responsible for course design. Level of appointment will describe the course design.

course design. Level of appointment will depend on qualifications and experience; a suitable candidate may be offered a tenurable lectureship.

Essential criteria include appropriate higher degree

(preferably PhD), near native competence in Spanish and English, a demonstrated capacity for research and teaching

English, a demonstrated capacity for research and leading and ability to contribute to communicative courses in the Spanish language. Expertise in other fields, including Brazilian studies and Portuguese language and literature Spanish linguistics or applied linguistics, desirable.

Further enquiries from Dr M Scurrah, telephone (618) 201 2406 or facsimile (618) 201 2556. Applicants stood specify level at which appointment is sought. Appointment at Level B Academic will not normally be made above

Applications, addressing the selection criteria, quoting the reference number, and giving full details of qualification and experience and the names, addresses and facsimile number of three referees of whom confidential enquiries may be made, should be lodged, in duplicate, with the Manager, Human Resources, The Finders University of South Australia, GPO Box 2100, Adelaide SA 5001

by 31 July 1992.

The University reserves the right not to make a appointment or to invite applications.

Equal Opportunity is University Policy.

FLINDERS

ADELAIDE . AUSTRALIA

SCHOOL OF EDUCATION,

HUMAN SERVICES & HUMANITIES

Assistant/Associate Professor of

Elementary/Secondary Education

JOB DESCRIPTION: Responsibilities include teaching nine senester how of graduate courses, program development, research and student advises. Position is a nine-month appointment, Summer teaching is based on program.

QUALIFICATIONS: Candidate must possess an earned doctorate in Curico-lum and instruction (or related field) with a background and training in science education. Professional publications and other qualifications conti-tent with rank are necessary. Innovative and creative strategies for reading

GENERAL INFORMATION: Candidate should submit a letter of application, vita, three letters of recommendation and names of references, including current supervisor who might be called during screening process.

APPLICATION CLOSING DATE: Review of applications will begin immediately and continue until position is filled.

An Equal Opportunity, Affirmative Action Employer.

Phone: (304) 766-1994

SUBMIT APPLICATIONS TO: Human Resource Development Office West Virginia Graduate College P. O. Box 1003 Institute, WV 25112

SALARY: Commensurate with experience and qualifications.

STARTING DATE: August 15, 1992.

West Virginia

Graduate College

THE HONG KONG UNIVERSITY OF SCIENCE & TECHNOLOGY

The Hong Kong University of Science and Technology was established in April 1988 and is funded by the Hong Kong Government, its mission is to extend educational opportun ty, to contribute to the territory's economic and social well-being, and to promote research, development, and entrepre-neurship in the Asia-Pacific region.

The University comprises the Schools of Science, Engineer ing Business & Management, and Humanities and Social Science. Students were admitted from October 1991 at both undergraduate and postgraduate levels, including the doctorate. Enrollment is expected to grow to 7,000 (on full-time equivalent basis) by 1995/96. While students are expected to be billingual, the medium of instruction is English.

The University invites applications for the following post:

Pro-Vice-Chancellor for Academic Affairs

The Pro-Vice-Chancellor for Academic Affairs is expected to provide leadership in the development of the University's academic policy, and to oversee the functioning of the various Schools in their diverse activities including instructional programmes, academic research, and resources planning and control. The Pro-Vice-Chancellor for Academic Affairs, as the second highest official in the University, shares major responsibilities for the planning and development of the University and the coordination of its overall administration.

Applicants should have high academic qualifications together with successful, relevant experience in university adminis-tration at a senior level. The successful candidate will be able to demonstrate ability to provide vigorous leadership in high er education and academic administration, while appreciat ng fully the importance of shared governance with the faculty, team work, and delegation of responsibility and authority. Familiarily with the culture, language, ethos, and education systems of the Asia-Pacific region in general, and Hong Kong in particular, will be an added advantage.

Salary and Conditions of Service: Salary will be at the upper segment of the professorial range and very competitive. Gen-erous fringe benefits including medical and dental benefits, annual leave, air passages, and dependent children's educa-tion allowances are provided. Initial appointment is likely to be on a three-year contract; a gratuity of 25% of the total basic salary drawn will be payable upon successful completion of contract. It is the intention of the University to introduce a superannuation scheme and arrangements will be made for eligible staff to join the scheme as appropriate.

Application Procedure: A Search Committee has been formed, chaired by the Chairman of the University Council's Appointments Committee and comprising faculty and other Council members. Particulars can be obtained from the Director of Personnel, The Hong Kong University of Science and Technology, Clear Water Bay, Kowloon, Hong Kong (fax: (852) 358 0700). Applications/nominations together with a curriculum vitae and the names and addresses of three references ses should reach the Director of Personnel by 20 June 1992, but the search may continue until a suitable appointment is

ADIRONDACK COMMUNITY COLLEGE

Adirondack Community College, a comprehensive two-year college, and a member of the State University of New York (SUNY), invites applications for the following tenure track faculty position. The starting date for this position is September 1, 1992.

CRIMINAL JUSTICE: Requires teaching of Police Science and Corrections courses as well as advising of students. A Master's Degree in Criminal Justice or a related field is required and college teaching and field experience is

The starting salary range is \$20,566-\$25,833 (1991-92 range), completed by an attractive fringe benefit program.

interested and qualified applicants must submit a cover latter, vitae and the names, addresses and telephone numbers of three professional references. (References will not be contacted without prior notification).

Director of Personnel Services Adirondack Community College Bay Road Queensbury, NY 12804

The deadline for receipt of application materials is June 3, 1992.

An Affirmative Action, Equal Opportunity Employer

Communication/Speech/Forensica; Speech Communication is seneralist to teach rotation of courses (Speech Communication, Mass Communication, Broadcastion, Interpersonal, Human Communication Throadcastion, Interpersonal, Human Communication Theory, Argumentation, and coach forentier/debate program in an evapsetical Christian liberal arts college with Presbyterian affiliation. Doctorate and record of successful teaching experience in communication field preferred. Salary/ank based on degree/experience, Full-time, continuing position to besit Fall, 1992. Applications with 1992. Applications of the communication field preferred in the production of the current letters of reference for the production of the communication field preferred. Salary/ank based on degree/experience, Full-time, continuing position to besit production in the communication field preferred in the production for the production f

Community Economic Developments University of Alaska Fairbanks permanent tenure-track Assistant Professor (doctorate required) or non-tonere track instructor (master's required) position located in nonthwest (Kotzebue) Alaska to assist in distance delivery of Rural Development degree programs, Academic background in Economics with preferred emphasis and work experience in renewable resource.

Instructor/Vocal

Del Mar College is a two-year community college located in Corpus Christi, Texas. The campus has approximately 10,000 academic students and a total of 25,000 students each year including those in occupational and continuing education programs. Corpus Christi is located on the Gulf of Mexico approximately 135 miles southeast of San Antonio. Corpus Christi's diverse population exceeds 250,000 and is largely

Qualifications: Master's degree with major emphasis in Soprano or Mezzo Studio. Studio teaching experience desirable. Position No: 04-9201F

Salary/Status: \$2,980 per month plus benefits, 9 months, tenure track.

Travel: Occasional to area high schools for recruitment purposes. Position Location: Department Music and Drama,

Del Mar College Bast Campus. Closing Date: May 29, 1992 at 12:30 p.m.

Submit resume, audlo tape of representative repertoire, along with unofficial transcripts, and three letters of recommendation by the closing date listed above to the Office of Human Resources. Del Mar College, Heldenfels Administration Building, Room 137, 101 Baldwin, Corpus Christi, TX 78404-3897, (512) 886-1134. Finalists will be required to complete an employment application.

Del Mar College reserves the right not to offer position advertised. Proof of work eligibility must be verified for successful candidate(s).

Equal Opportunity/Affirmative Action Employer Minoritles, disabled individuals. and women are encouraged to apply.



SOUTH GEORGIA COLLEGE

A two-year residential unit of the University System of Georgia, the College has an average quarterly enrollment of 1,200. Eight positions are available for Fall, 1992.

Instructor/Assistant Professor of Biology (tenure track position). Master's degree in biology required with emphasis in anatomy/physiology and/or microbiology desired. Temporary Instructor/Assistant Professor of Biology (non-tenure track posttion). Master's degree in biology required with emphasis in analomy/physiology and/or microbiology desired.

Assistant Professor of Nursing (tenure track position). Master's degree in nursing to assume responsibility for assigned clinical and classroom instruction. Three Temporary Instructors of Nursing. Master's degree in nursing de-stred; bachelor's degree required to assume responsibility for assigned clinical and classroom instruction.

Assistant Professor of Political Science (tenure track position). Ph.D. in political science to teach courses in political science and related areas.

Temporary Instructor/Assistant Professor of Speech (non-tenure track position). Master's degree in speech (doctorate preferred); to teach three five-hour courses in speech per quarter.

Send letter of application, official transcripts of all college work, and three current letters of reference by May 29, 1992 to:

Dr. Thomas A. Wilkerson Vice President for Academic Allairs South Georgia College 100 West College Park Drive Dougles, GA 31533-5098

An Equal Opportunity, Affirmative Action Employer (M/F)

UNIVERSITY OF WISCONSIN STEVENS POINT

Tenure-track opening at the assistant professor level beginning fall 1992. Ph.D. required. Primary responsibility: teach public finance and principles. Additional teaching responsibilities may include macroeconomics, finance, economic development or comparative systems. Undergraduate teaching only, 12 hours per semester. Commitment to excellence in teaching and an active research interest are expected. Opportunities for conducting applied research in association with the Central Wisconsin Economic Research Bureau. Safary is entry level. Deadline: June 15, 1992 for complete applications. Send vita, graduate transcripts, 3 references, and if available, evidence of teaching effectiveness. Contact Dr. Richard B. Judy, Ph.D., Associate Dean and Head, Division of Business and Economics, University of Wisconsin-Stevens Point, Wisconsin 54481.

Women and minorities are encouraged to apply; EO/AAE.

and/or small-scale rural economies. Complete information: Department of Rural Development. University of Alaska Fair-banks; Gruening Building Room 707B: Fairbanks, Alaska 99775-1445; (907) 474-6432. Closing date June 5, 1992. The University of Alaska is an EO/AA Employer and Educational Institution.

Computer/information Science: Troy State
University in Montgomery invites applications for a Computer and Information Science faculty (senure inschi position; Ph.D.
in CIS or MIS preferred. Dutles include:
Coordinate undergraduate CIS program
and teach in undergraduate and aradume
CIS programs. TSUM is an evening university catering to pert-time adult Mudents.
Screening of applications will besin May
26, 1992 and continue until the position is

Computer Science; Instructor or Assistant Professor, Ph.D. in Computer Science or closely related area is desired, master's degree is essential. One or more years of teaching experience required, Ouslines applicants must be able to teach various computer courses. Current seeds are in the areas of Computer Organization. Computer Gruphics, and Hardware Engineering (Distal Electronics). Experience with Unix, DOS and C Programming is desired, Data consumications and networks are plus, Jamestown College is a four-year libertal arts institution affiliated with the Presby-

lerian Church and sacks a person with a commitment to non-sectarian Christian bigher education. Search will continue until position is filled. Send application, returned and three references to Dr. Richard H. Smith, Academic Dean, 6092 Jamestown College, Jamestown, North Dakots 58401.

Computer Sciences General Faculty in Computer Science, University of Virginia. The Department of Computer Science, University of Virginia. The Department of Computer Science, University of Virginia. The Department of Computer Science, University of Virginia is presently seeking applications for two (2) non lenure-track faculty positions. The Department is completely revamping its undergraduate propagation for two (2) non lenure-track faculty positions. The Department is completely revamping its undergraduate propagation of the seeking and increased use of faboratories with an emphasic on realistic problems and methods. To support the inhoratory approach, we are developing completely now course materials in the first through their year courses. A major, three year strant to support the development of thase materials is anticipated. The responsibilities of the two positions include teach-

BULLETIN BOARD: Positions available

National War College NATIONAL DEFENSE UNIVERSITY

Military and Naval Historian/Military Theorist

A Department of Defense Career Opportunity

Military and Navati Pristotrations and the National War College invites applications for new senior positions in military and naval history, as well as in military theory. We welcome candidates who can teach military or naval history, with an emphasis on the distribution of the theory of war, to include theory for modern et and/or the evolution of the theory of war, to include theory for a employment of military power in the air, on the land, and at sea, the employment of military power in the air, on the land, and at sea, the employments could be at the GS-15 level (depending on experience), are Appointments could be at the GS-15 level (depending on experience), are hopointments could be at the GS-15 level (depending on experience), and at sea, the proposition of the summer of 1993, would be for up to three years, and are notative to make the summer of 1993, would be for up to three years, and are notative to a the summer of 1993, would be for up to three years, and are notative as a cholar and should possess a Ph.D., and have an established received as a scholar and should send a letter, together with villae and three new as a cholar and should send a letter, together with villae and three new as a cholar and should send a letter, together with villae and three new as a cholar and should send a letter, together with villae and three new as a cholar and should send a letter, together with villae and three new as a cholar and should send a letter, together with villae and three new as a cholar and should send a letter, together with villae and three new as a cholar and should send a letter, together with villae and three new as a cholar and should send a letter, together with villae and three new as a cholar and should send a letter, together with villae and three new as a cholar and should send a letter, together with villae and three new and the new and th

International Political Economy

The National War College Invites applications for a senior position in international political economy, with emphasis on the implications of economic power for national security strategy. Appointments could be at the GS-15 level, depending on experience, are subject to funding availability, work begin as early as August, 1992, but no later than the summer of 1993, with a renewable term of up to three years. Candidates should possess a Ph.D., have an established record as a scholar and a teacher, and leady have had experience at policy levels of the U.S. government. The National War College is an Equal Opportunity Employer, and we encourage women and minority candidates to apply. Applicants should provide a user letter and vitae, and arrange for 3 letters of recommendation to be sont independently, to Dr. Ronald L. Tammen, Chairman, IPE Search Committee, National War College, Ft. Lesley J. McNair, Washington, D.C. 2019-6000; telephone. 202-475-1922; fax: 202-475-1745. All applicators must be received by 22. May 1992.

international Relations/Third World

The National War College invites applications for a senior position in international relations/third world studies with an emphasis on national security policy. Candidates should be able to teach broad emerging Third World mids which cut across regions and have an impact on national security bases. They should not be limited to one regional specialty. Strengths in policial and economic development are a distinct asset. Appointments outdook at the GS-15 level, depending on experience, are subject to lading availability, would begin as early as August, 1992, but no later than the summer of 1993, with a renewable term of up to three years. Candidates should possess a Ph.D., have an established record as a scholar and a basher, and ideally have had experience at policy levels in the U.S. government. The National War College is an Equal Opportunity Employer, and we encourage women and milnority candidates to apply. Applicants should provide a letter and a vitae, and arrange for three letters of recommendation to be sent independently, to Dr. Ronald L. Tammen, Chairman, R Search Committee, National War College, Ft. Lesley J. McNair, Washington, D.C. 20319-6000, telephone 202-475-1927; fax 202-475-1745. All applications must be received by 22 May 1992.

Rockland Community College, located thirty miles north of New York City, is an open enrollment public Community College serving a diverse, multi-ethnic population. The College is committed to locating the number of faculty and staff of color and strongly encourages applications from African, Latino, Native and Asian-American candidates.

ENGLISH **POSITION TENURE LINE** WRITING SPECIALIST

Teaching 3-4 Freshman Comp courses each semester developing solunced exposition and technical writing courses and working with the Director of the Writing Center on Assessment.

Requirements include: Master's in English (Doctorate preferred), referrant teaching experience, knowledge of instructional issues in teaching writing to multi-ethnic populations, experience with first-year college students. Familiarity with community college preferred. Salary: mid \$20s. Send resume end cover letter postmarked no later than time 5, 1992 to:

Affirmative Action Office. A Community College of the State University of New York

145 College Road, Suffern, NY 10901

compair Science Instructor. Will reach content in SASIC. PASCAL. Assembler, when a shall provide the same in SASIC. PASCAL. Assembler, when a shall provide the same in SASIC. PASCAL. Assembler, when a shall provide the same in social university level, will be smearled enoughter instructory to the same in the same in

hachaeuperience highly desirable. Sala7 SD 344-539,739. Refer to Position foundation Systems; List-Processing Language Design, SD 344-539,739. Refer to Position foundated by June 3. 1992 to NVCC Hungard Boad, Annandale, Virginia 22003. Sincine Angust 16, 1992. EOE/AA.

Capptier Science: See our advertisement that Halbard Boad and Capptier Sciences See our advertisement for Halbard Boad. Annandale, Virginia 22003. Sincine Angust 16, 1992. EOE/AA.

Capptier Science: See our advertisement for Halbard Boad. Annandale, Virginia 22003. Sincine Angust 16, 1992. EOE/AA.

Capptier Science: See our advertisement for Halbard Boad. Annandale, Virginia 2003. House for the following Language: EASIC, PASCAL, LISP, and Assembler languages: HASIC, PASCAL, LISP, and Assembler languages: HASIC, PASCAL, LISP, and Assembler languages. HASIC, PASCAL, LIS

Computer Services: Programmer/Analysi. 40 hours / week; 8:00 a.m., 5:00 p.m.; 538,000/year. Job requires: Master's degree in Computer Engineering/Science and I year's Programmer/Analysi experience. Job also requires: one produste level course or the related experience must include each of the following: 1) Operating system concepts and structures. 2) Relational database and its implementation. 3) inter processor communications network of hish performance parallel processing system. Job dities: in charge of a DEC VAXVMS net-

lehool of Hursing

UNIVERSITY OF MARYLAND

The University of Maryland School of Nursing at Baltimore is seeking two dynamic and energetic leaders for the positions of:

Chair of the Department of Education/ Administration/ Health Policy

Chair of the Department of Maternal/ Child Nursing

research and scholarship in health care. Located in downtown Baltimore, the School enjoys interdisciplinary relationships with five other professional schools of the University of Maryland, including Schools of Medicine, Dentistry, Social Work, Pharmacy, and Law. Also located on the campus are the Health Sciences Library (one of University of Maryland Medical System, which includes a 747 bed tertiary care facility, a regional Neonatal Center, the world renowned Shock Trauma Center, and a 324 bed V.A. hospital under constructory programs. tion. The campus is recognized as a national leader in health sciences research, with \$88,500,000 in grant support in 1991.

QUALIFICATIONS

Qualified applicants must hold an earned Doctorate in nursing or a related field, a Master's degree in nursing, and be eligible or currently licensed to practice nursing in Maryland. Significant scholarly productivity, including a proven track record in funded research, and demonstrated teaching excellence sufficient to merit an appointment as associate or full professor are required. Prior teaching and administrative experience in both baccalaureate and graduate nursing programs is desirable.

RESPONSIBILITIES

Department Chairs are expected to provide leadership for faculty recruitment and development, program planning and

The School, one of the largest in the nation, is ranked sixth among administration, and fostering research initiatives and innovations in publicly supported schools of nursing and is committed to furthering graduate and undergraduate education. Salary is competitive and commensurate with professional background and experience.

> The Department of Education/Administration/Health Policy is composed of specialty programs in nursing administration, education, health policy and nursing informatics.

eight designated regional medical libraries in the country), and the The Department of Maternal/Child Nursing Includes programs in perinatal/neonatal nursing and pediatrics, including pediatric trauma, as well as the pediatric and OB/GYN primary care nurse practitioner

INSTRUCTIONS FOR CANDIDATES

For best consideration, condidates should apply by May 30, 1992. The University of Maryland is an Equal Opportunity/ Alfirmative Action Employer. Minority applicants are encouraged to apply. Candidates should submit a letter of interest, curriculum vitae, and names of three professional references to:

> Ann Moch, JD, RN School of Nursing, University of Maryland 655 W. Lombard Street, Baltimore, MD 21201 Tel: 410-328-7846 Fax: 410-328-4231

Faculty - Fall 1992

TAYLOR UNIVERSITY Upland, IN

ART, Three-dimensional art, painting, education, other specialities. EDUCATION. Two positions in reading, social studies, and/or middle school. ENGLISH. Writing specialization. HEALTH, PHYSICAL EDUCATION, & RECREATION. Women's

general education skills.

MUSIC. Voice; contingent upon funding.

Faculty - Fall 1992 **TAYLOR UNIVERSITY** AT FORT WAYNE

EDUCATION. Specialty in early childhood. ENGLISH. General education courses.
HEALTH, PHYSICAL EDUCATION, & RECREATION. General HEALTH, PHYSICAL EDUCATION, and the second sec

All positions require a doctorate or near, statements of Christian faith and practice, and experience. Write: Richard Stanisław, Vice President for Academic Affairs, Taylor University, 500 W. Reada Avenue, Upland, IN 46989-1001. Taylor is America's oldest college in the strong evangelical Christian tradition. Taylor is an Affirmative Action, Equal Opportunity Employer.

UPPER IOWA UNIVERSITY Fayette, Iowa

FULL-TIME FACULTY OPENING For Fall 1992

Upper lows University is a small, four-year independent liberal arts institution, founded in 1857. The University is located in scenic northeast lows near two large recreation areas. It is within 3-1/2 hours' driving distance from Minneapolis, 4-1/2 hours from Chago, and 3 hours from Des Moines. All teaching positions offer the possibility of teaching for additional compensation in Upper lows University's off-campus centers in Waterloo, lows, and Prairie du Chien, Waconsin, and also in the University's external degree program.

EDUCATION GENERALIST. Full-time instructor/assistant professor, non-tenure-track renewable contract. Moster's degree required, Ph.D./Ed.D. preferred in curriculum/instruction, reading, or related area and teaching experience in elementary or middle schools. Also expected to supervise student teachers and field experience clinical students. Commitment to excellent teaching and advising. Committee participation and service to the University teaching and advising. Committee participation and service to the University teaching and strength of the professor of reference. Send all materials to Dr. Stephen scripts, and three current letters of reference. Send all materials to Dr. Stephen Regan, Academic Dean, Upper lowa University, Box 1857, Fayette, lowa 52142. Upper lowa University is an Equal Opportunity, Affirmative Action Employer.

work system. Write system programs in DCL, System Punctions and Clanguage. Strong knowledge of system utilizes to create and mainylain an efficient computing environment. Use NCP to configure and control network. Write applicables programs in C. Pascel and Cobol. Training of and supervision of other system users. Qualified applicants should send rissums and verification of requirements (or 7310 Woodward, Room 415. Detroit, Michigan 45202. Refer-

DEPARTMENT OF **EDUCATIONAL** ADMINISTRATION **Tenure-Track Position**

The Position: The department is seeking a highly talented Individual to fill a tenure-track position in the areas of qualitative research methods, organizational studies, leadership theory or related areas. Rank is open, but experience as a published scholar, dissertation advisor, and instructor is preferred. We are especially interested in a person who brings strong theoretical and methodological training from the social and behavioral science disciplines to the study of education. The department seeks to strengthen its emphasis on field based, applied research on significant issues related to educational organizations.

organizations.

Candidates must have a demonstrated capacity for conducting field-based, applied or policy research as well as the potential for contributing to the advancement of the knowledge base within education. A strong record of quality teaching is also required. An earned doctorate is required. An appointment at the rank of associate or full professor requires a sustained record of nationality recognized research and scholarship, graduale teaching, and confessional service.

The anticipated starting date for the position is September 15, 1992, or as soon as possible thereafter. Salary is competitive; benefits are exceptional. soon as possible therealter. Salary is competitive; benefits are exceptional. The Department: The department seeks to be on the forefront of theoretical and methodological advances in educational administration. The faculty is small, nationally prominent, and highly collaborative. The department and the University offer an exceptional environment for conducting research and icholarship. The department offers academic programs for administrative certification, a master's degree, and doctoral study (Ed.D., and Ph.D.). Current department initiatives include the Utah Education Policy Center, an innovative professional doctoral program (Ed.D.) with a strong field-based component, and the introduction of greater computer technology emphasis in preparation programs. The department has housed UCEA's Educational Administration Quarterly (EAQ) and The Review of Higher Education (RHE), and operates the Intermountain NABSP Assessment Center.

Application information: Screening of applications will begin on May 20, 1992, although the search will continue until the position is filled. Each candidate should submit the following:

1. A letter of application

UNIVERSITY

2. A comprehensive vita. 3. Samples of 2 or 3 published or unpublished scholarly works.

4. Evidence of quality teaching.
5. At least 3 letters of recommendation.

Please address Inquiries, applications, and nominations to: Orange of the Comments of the Comments of the Comments of Educational Administration Graduate School of Education 339 Milton Benefic of Utah Salt Lake City, Utah 84112 801-561-6627

The University of Utah is an Equal Opportunity, Affirmative Action Employer Women and minority applicants are encouraged to apply.

résumé, and list of three references (addresses and phone numbers) to: Dr. G. Arcian Toy, Head, Construction Department, Southern College of Technology, 1100 South Marietta Parkway, Marietta, Corrèle 30060-2806, Applications will be accepted until June 12, 1992. Southern Tech is an Board Opportunity. Aftirmative Action Employer.

Cooperative Education/Employer Development Coordinator. Managa co-op placement, Coordinator. Managa co-op placement, Cooperative Education/Employer Development for co-op and carterifob programs. Master's deares in Student Personnel, Human Resources/related are plan two years related to carast services/confeloyer cutreach, Mini have experience working with a culturally divotes population. Send letter, résumé and litres references to Edward I. Kelly, Astistant to the President, State University of New York, College at Brockport, Brockpart, New York 14420, Review begins May 22, 1992. AA/BOE.





KEAN COLLEGE OF NEW JERSEY

FACULTY POSITIONS 1992-93

Kean College occupies 150 acres on adjoining campuses in auburban Union and Hillside, New Jersey, less than 20 miles west of New York City. We offer 48 academic degree programs on the undergraduate and graduate levels in liberal arts and sciences, education, and other professional areas. arts and sciences, education, and other professional areas.
The College seeks to build a multicultural professional community to serve a richly diversified student population of 12,000 (7,800 FTE's) and continues in its progress toward that end. Members of minority groups and women are strongly encouraged to apply.

SCHOOL OF BUSINESS, **GOVERNMENT AND TECHNOLOGY**

Department of Management Science/Marketing (search extended). Assistant Professor, tenure track. Teach undergraduate courses in marketing management, marketing research and industrial marketing. Either doctorate or ABO and previous ous teaching experienco required. Chair: Dr. Marcel Fulop.

Department of Public Administration/Health Services Administration. Assistant Professor or Associate Professor, depending on Individual's curriculum vitae, tenure track. Teach graduate courses in expanding MPA program and undergraduate courses in baccalaureate Public Administration graduate courses in administration and continuing develop-ment of growing concentration in Health Services Adminis-tration. Candidates should have expertise and experience in some aspect of health policy, planning and/or administration. Academic qualifications essential in one or more of the folrequired: practitioner experience highly desirable. Chair: Dr.

Department of Technology/Mechanical Contracting, Associate Professor, tenure track. Teach courses in Mechanical Blueprint Reading, Mechanical Equipment, Estimating (both traditional and computerized), HVAC Design, Mechanical Controls, and Project Management. Provide course development for Mechanical Contracting Technology program. Pursue active involvement with Mechanical Contracting Industry In Immediate geographical area. Coordinate and supervise Mechanical Contracting students in Cooperative Education Program. Master's degree in Mechanical Engineering, Technology or Engineering-related field required; doctorate preferred. Teaching and Industrial experience desirable. Chair: Dr. Marvin Sarapin.

SCHOOL OF EDUCATION

Department of Special Education and Individualized Services/Learning Disabilities. Assistant Professor, tenure track. Teach graduate and undergraduate courses in curriculum and methodology for all exceptionalities, including physiological psychology, psychological testing, and LDTC assessment. Knowledge of curriculum development and adaptation for mild/LD populations required. Familiarity with computer usage and special education technology desirable. Conduct of research and involvement in professional activities expected. Doctorate and teaching experience with exceptional children required. LDTC certification preferred. Chair: Dr. Elaine Fisher.

ADDITIONAL INFORMATION ON ALL FACULTY POSITIONS

APPLICATION: Candidacy review begins on or about MAY 29, 1992 and continues until appointment is made. Service commences September 1, 1992. Send letter of interest, current résumé, addresses and telephone numbers of three refrent resume, addresses and telephone numbers of three ref-erences who can comment on candidate's professional quali-fications. Apply to chair as indicated. ADDRESS: KEAN COL-LEGE OF NEW JERSEY, Morris Avenue, Union, New Jersey 07083, SALARY: Competitive and commensurate with aca-demic qualifications and experience. BENEFITS: Compre-hensive benefits program included,

KEAN COLLEGE IS AN EEQ/AA INSTITUTION.

Courselling Training Director, Counseling and Consultation. Arizona State University, Tempe, Arizona Under administrative director, provides recruitment of doctoral interns and practicum students, administrative and practicum students, administrative and practicum students, administrative and practicum students, administrative provides professional feature programs and practicum programs. Descripts, and teterro di recommendation by June 12 for until position is filled to: lan Birky, Ph.D., Director, University Counseling Psychology or equivalent from an accredited college or university, Competition of an APA-approved internship. Three years rostdoctoral counseling apperience, Experience in administration of intern training programs. Membership in more salonal. postudetoria constanto of intern training programs. Membership in professional associations, e.g., APA, AACD. Demonstrated clinical caperience with collegaturiversity populations. Liconsed psychologist or eligible for licensure in Antona within one year from date of employment, Desired qualifications: Considerable knowledge in program administration, training/supervision of doctoral interns, principles and practices of student development. Considerable skill in clinical assessment of psychological functioning, supervision of eliminations and verbal communication. Application deadline: June 1, 1992. Applications must lacitude a cover letter, current résundé curriculum vitae and three letters of petroce. Sead to: Human Resources, Arizona State University, Tempe, Arizona 85287-1403. An Equal Opportunity Employer.

ployer.

Counselor Education: East Central University, Tenure-track opening. Instructor or Assistant Professor in Counselor Education, Position available August 17, 1992. Public school experience requised. Earned doctorate elestred. Teach seadants courses in counselor education; undergradunts courses in professional education; supervise student teachers. Salary competitive; insurance and other benefits included. Minorities are encoursed to aprily. Severalize of applications will start in early June, and continue tentil filled. Send fetter of application, résumé of work experience, transcripts of college work, asmes and addresses of contacts for recommendations to Dale Hayden, Personsol Office, East Central University, Ada, Oklahoma 14820. East Central University is an EEO/AA.

Oriminal Justices The Texas Christian Uni-

Medcenter One College of Nursing **FACULTY**

Energelic and committed nursing faculty to leach in our research-based curriculum which is grounded in the nursing model and leads to the BNSc degree and research-based practice. Nursing science and practicum courses focus on constructs pertinent to professional nurs-ing (Therapeutic Human Environments, Human Phenomena, Human Crises, and Lifestyte Heatth Problems). Earned Doctorate preferred, Master's required. Backgrounds in specialty areas of Psychiatric Men-tal Health Nursing and Medical-Surgical Nursing preferred, all special-ties considered. Prefer experience in higher education leading to a professional degree in nursing. Full- and part-time positions available. Salary negotiable. Attractive benefit package and community environ-ment conductive to family living. Interested applicants please contact:

Chair of the Faculty Search Committee Medicenter One College of Nursing 512 North 7th Street Bismarck, ND 58501

medcenter one.

Equal Opportunity Employer



Social/Behavioral Science

Faculty member in the School for Adult and Experiential Learning (SAEL) to work with non-residential M.A. students pursuing individualized programs. Interest in student thesis development essential. Some teaching in the weekend adult B.A. program. Ph.D. required. Multi/cross-cultural orientation and experience with adult/graduate students and/or external degree programs desimble. Clinical experience in counseling or psychology an asset. Full-time position, starting September 1, 1962.

Antioch University is known for its tradition of educational innovation. SAEL, along with Autioch College, is located in Yellow Springs, Ohio. The University also has campuses in southern California, New England, and Seattle. The village of Yellow Springs is a progressive community adjoining a nature preserve and is only a short distance from Dayton, Cincinnati, and Columbus.

The Search Committee will review applications as received until the position is filled. To apply, send a statement of interest and qualifications, complete résunté, and contact information for three references to Dr. Elliot Robins, Antich University, SAEL, 800 Livernore Street, Yellow Springs, Ohio 45387; 513-767-6321.

Antioch University is an affirmation action, equal opportunity employer.

Applications from women and minorities are encouraged.

TUSKEGEE UNIVERSITY

Tuskegee University is a private, state related coeducational university com-posed of six schools and the College of Arts and Sciences which has an enrollment of about 3700 students who come from 47 states and 32 countries. The College of Arts and Sciences has the following tenure track position

Blology (1) Chemistry (1) English (1) Mathematics (2)

Physics (1) Political Science (1) Social Work (1) Head of Department - Reading and Study Skills Development Center

Training: Master's Degree is required, the Ph.D. is preferred. Applicants must have a minimum of two years' college teaching experience with a record of scholarship activities. Salary: Competitive and commensurate with qualifications and experience. Starting Date: August 1, 1992

Application Deadline: May 20, 1992 Qualified applicants should submit a letter of application, current vita and

Dr. Ollie C: Williamson
Dean, College of Arts and Sciences
Tuskegee University
The Carver Research Foundation
Room 6
Tuskegee, Alabama 36088

cheminal funition Kentucky Westeyan Col-lege anticipates a tenure-track opening in the Criminal funition Program starting in the full of 1992. Assistant Professor of Criminal Justice. Responsibilities will primarily be in the area of Police, Couris, and Law. Rank/ solary contingent upon completed academ-ic degrees and experience. Relucation, a Ph.D. in Criminal Justice or related disci-pline preferred. J.D. with Master's in Crim-inal Justice or ABD's who are near comple-tion will be considered. Poryard jetter of application, current vita, transcripts and

Devlance, Social Problems). This is a young, propressive, mutiliseinglinery department with faculty in Criminal Justice, Sociology, Social Work, and Anthropology. Condidates with the Ph.D. are preferred but consideration will be given to those with ADD status who have strong teaching credentials. Highly compatitive salary. Please send vite and three letters of reference by May 20, 1992 to: Patrick Kinkorde, Chair, Search Committee, Department of Sociology, Box 30790. Texas Christian University, Presse send vite and three letters of reference by May 20, 1992 to: Patrick Kinkorde, Chair, Search Committee, Department of Sociology, Box 30790. Texas Christian University, Fort Worth, Toxas 76129. TCU is an Equal Opportunity, Affirmative Action Employer, Women and mhoretiles are especially encouraged to apply.

Criminal Justice Renucky Wesleyan Colsege anticipates a tenure-track opening in the Criminal Justice Program statution to the second teaching field. Teach primarily in the gall of 1992. Assistant Program of Criminal Justice, Sociology, or Psychology, the second teaching field. Teach primarily in the gall of 1992. Assistant Program of Criminal Justice, Sociology, or Psychology, but with a feast 10 graduate degree or the second teaching field. Teach primarily in the gall of 1992. Assistant Program of Criminal Justice, Sociology or Psychology, but selecting field. Teach primarily in the gall of 1992. Assistant Program of Criminal Justice, Sociology, or Psychology, but selecting field. Teach primarily in the gall of 1992. Assistant Professor of Criminal Justice, Sociology, or Psychology, but selecting field. Teach primarily in the gall of 1992. Assistant Professor of Criminal Justice of Courts, and Law Ramit, salary contingent upon completed academic decreases and superiors. An interest of program of Psychology, but selected and program of Psychology, but selected and program of Psychology of Psychology, but selected and program of Psychology of Psychology, but selected and program development. The campus is locate

Developmental Education: Basic State in Articulor, Learning Centers Coordinate in serve as instructor and coordinate in Feather River Community Cultar Later Feather River Community Cultar Later ing Centers, Responsible for basic, and

POSTDOCTORAL ASSOCIATE

THE UNIVERSITY OF IOWA

POSITIONS

Please contact the appropriate department to express your specific interest ANATOMY - Dr. Joe Dan Coulter, Professor and Head, Bowen Soura

ANESTHESIA - John H. Tinker, M.D., Professor and Head BIOCHEMISTRY - Alan G. Goodridge, Professur and Head, Born

DERMATOLOGY - John S. Strauss, M.D., Professor and Head or Kenzo Sato, M.D., Professor; 2 Boyd Tower, General Hospital. A possible toral research associate for the study of electrophysiology of cultured cells. INTERNAL MEDICINE - Openings available in all disciplines in the Internal Medicine Department, College of Medicine, University of loss Contact Francois M. Abbond, M.D. Professor and Head; or Darms Gorde.

MICROBIOLOGY - Dr. J. Markovetz, Professor and Acting Head, Boy

NEUROLOGY - Postdoctoral associate positions are available in Cognitive Neuroscience, Neurophysiology, Neurobiology, Cerebrovascial bacase, Epilepsy, Sleep, and Neuroinuscular Diseases. Amonio R. Daniso M.D., Professor and Head, 2151 Roy Carver Pavilion. PATHOLOGY - Dr. Richard G. Lynch, Professor and Chairman, 14 Medical Laboratories Research Activity in all areas of pathology.

PEDIATRICS - Dr. Frank H. Morriss, M.D., Professor and Head PHARMACOLOGY - Dr. P. Michael Conn, Chairman and Head, Bow. en Science Building. Openings available in all areas of pharmacology indicated by the control of the control of

A Ph.D. or equivalent is required. Desirable qualifications are based to Project Inverstigator's interest for research. Women and minorities are couraged to apply. The University of Iowa, College of Medicine, los. City, Iowa, 52242, is an Equal Opportunity, Affirmative Action Employer

UNIVERSIT

Graduate Programs in Education

Antioch University Scattle's Education Program offers an individualized M.A; an M.A. that includes teacher certification; and a teacher certification only track. The Education Program embodies the escace of adult learning; balancing scholarship, self-determination, personal change, and social responsibility. These degree programs serve mid-career professionals who seek leadership opportunities is schools and other educational environments. We are seeking applicants for: Core Faculty (2 full time positions).

Responsibility for teaching and advising in an interdisciplinary cohort K-8 teacher certification and M.A. program. Assignment include: teacher preparation courses, classroom observations of student teachers, advising and assessing students and supervising action research. Doctorate in Education preferred. K-8 teaching experience, knowledge of current, innovative educational theory and practice, and strong team work skills required. Experience with solls in self-directed education desirable.

Salary commonsurate with experience. Application deadline forces of the positions is June 30 with a starting date of August 15. Theother position will remain open until filled with a negotiable starting data. For application information contact the Education Programs, Andoh University Seattle, 2607 Second Ave., Seattle, WA 98121. Phone (206) 441-5352, X5600, PAX (206) 441-3307, AA/EOR.

tion of Assistant Professor In secondary education. This is a tenure-track, nine-month position. Milaruum qualifications: earned doctorate in education, public school teaching experience, and record that indicates leadership, research, publication, and service potential. Teaching experience in teacher education and concentration in mathematics prefered. Duties include, but are not limited to: (1) advising mathematics education students at undergraduate and graduate levels and serving on doctoral committees; (2) teaching methods courses; (3) supervising secondary student teachers; (4) teaching undergraduate and graduate levels and serving on doctoral committees; (2) teaching methods courses; (3) supervising secondary student teachers; (4) teaching undergraduate and graduate classes in the areas of curriculum and instruction and foundations of education; (5) providing service to secondary schools of Mississippi; (6) conducting research and aharing results in refereed journals and at conventions of recognized professional organizations; and (7) other university duites. Selary negotiable. Applications will be accepted through June 10, 1992, or until the rosition is filled. Subrait letter of spellication, resumd, all transcripts, and three letters of recommendation to: Dr. Neil Amos, Head, Curriculum and Instruction, P. O. Box 6311, Missassippi State, Missassippi 39762. EOE/AAE. Minorities are encouraged to apply.

Developments Director, Athletic Berkis ment. St. Mary's Collens seeks a penano mentage all aspects of lands to the athletic lands of major aft prospects; execution of major aft prospects; execution of major aft prospects; execution of a volunteer board, Required; fand and degree; minutum three years and option of the prospects of the

UNLV

ASSISTANT/ASSOCIATE PROFESSOR OF MANAGEMENT INFORMATION SYSTEMS & VISITING PROFESSOR OF MANAGEMENT INFORMATION SYSTEMS

RESPONSIBILITIES: Teaching responsibilities are in the are of MIS at the undergraduate and graduate levels. The teaching load is 9 semester hours for tenure track, 9-12 semester hours for visiting, with two preparations. Additional responsibilities include research, advising tudents, serving on faculty committees, and community

OUALIFICATIONS: Assistant/Associate Professor—Ph.D. inMIS. Appointment at associate level requires extensive research and teaching experience. Preference will be given to applicants with teaching/research backgrounds in meanmore of the following areas: Data Communications, Object-Oriented Systems and Programming, Database Systems, Systems Analysis and Design.
Veing Professor—Ph.D. in MIS preferred, A.B.D. in MIS

SMARY: Competitive with attractive fringe benefits. THE SETTING: UNLY is one of the fastest growing unversities in the nation with a current enrollment of more than 19,500 students. UNLV was recently cited by U.S. NEWS & WORLD REPORT (1990-91) as one of the "upand coming " colleges and universities in the U.S. Located nosmopolitan Las Vegas, the university has the strong support of the community's rapidly growing population of \$50,000 residents.

APPLICATION: Position available Fall semester 1992. Send Interofeoplication to: William A. Newman, MIS Coordinator, Department of Management, College of Business and Economics, University of Nevada, Las Vegas, 4505 Maryland Parkway, Las Vegas, Nevada 89154-6009. Review of applications will begin May 1, 1992, and will continue until the position is filled.

UNLV is an AA/EEO employer.
AYOUNG, PROUD, AND GROWING UNIVERSITY

Professor of Public Health Management and Policy School of Public Health University of Minnesota

The University of Minnesota School of Public Health seeks a distinguished hath managerischolar for a tenured full professorship who will provide leadeship in developing education programs in public sector health systems. Flet is a special to undertake research, generale grant support, teach and abbestudents at the master's and doctoral levels, and provide a role model to whether and the tenure of the sector is a support of the sector is a sector in the sector is a sector in the sector is a sector in the sector in the sector is a sector in the sector is a sector in the sector in the sector is sector in the sector in the sector is sector in the sector in the sector is sector in the sector in the sector in the sector is sector in the sector in the sector in the sector is sector in the sector in the sector is sector in the sector in the sector in the sector is sector in the sector in the sector in the sector in the sector is sector in the sector in the sector in the sector is sector in the secto

The successful candidate will possess a record of national recognition for contribute scholarship with substantial management and/or policy experience. Plasmum qualifications include a doctorate, ten years of combined experience to organizational management and university faculty roles, with a scholarly second constrent with the School of Public Health's criteria for a full professor. This position is located in the Division of Health Management and Policy within the School of Public Health. The Division is highly ranked nationally in preparing health managers and is seeking to expand its locus in preparing leaders for public textor health systems.

Please sand applications and nominations by August 31, 1992 to: Robert L. Veninge, Ph.D., Professor Health Management & Policy University of Minnesota C309 Mayo, Box 97 490 Delaware St. SP laware St., SE plis, MN 55455

The University of Minnesota is an equal opportunity educator and employer.

tond skils, developmental and related ski shexing curricula, and services for class district. Midmum qualifications: done in the district of all transcripts and three current letters of all transcripts and three current letters

Early Childhood Education: Assistant Professor of Education: Onathications: Earned
doctorate in early childhood education.
Soms teaching experience (any school level). Ability to teach a variety of graduate
and undergraduate courses in early childhood education, supervise field placed tipdents, conduct research, and work with
school persoanel. Demonstrated commiment to professional growth and development. Major responsibilities: Teach (campris and off-campus) students, graduate and
undergraduate; supervise student teachers
and graduate interns; undertake research
and grant writing, some program coordination, academic advising at two degree levels, and some committee work. Salary: Negotiable, depending on qualifications and
experience. Effective Date of Appoinment: September 1, 1992. Application.
Deadline: June 18, 1992. Application. Send
letter of application, current curriculum vileo, unofficial transcripts and three letters

University of Central Florida College of Education

Department of

Educational Foundations

CURRICULUM AND INSTRUCTION **GENERALIST**

The Department has 21 full-time laculty and provides courses for Loth under-graduate and graduate degree programs including line Erl. D. in Josh C&I and Ed. Londonthe. The opening is a tenure earning position at the assi./assoc. level for Fall, 1992.

Dutlet:

Teach undergrad, courses in general methods and thinking skills development, grad, cturk ulum courses, e Supervise student teachers.

Service and scholarship.

Qualifications:

• Earned doctorate in Curriculum and Instruction or in related field by appointment date.

• Public school teaching experience. Application screening will begin June 18, 1992 and will continue until the po-sition is filled

Submit letter of application, résumé, copy of doctoral transcript, and three letters of recommendation to: Generalist Scarch Committee Education Foundations College of Education University of Central Florida Orlando, Florida 32816-1250 Far (407) 823-5135. UCF is an EEO/AA employer; applicant records available for public review.

PRAIRIE VIEW M&A UNIVERSITY

Potential instructor vacancy M.A. required; Ph.D. preferred Teach 12 hours (8 hours funda Teach 12 hours (8 hours tundermentals, 6 hours advanced Speech, 3 hours oredit for direction of Forensio program). AA/EEO. Send letter and resumé to Dr. M. F. Eiland, Head. Dept. of Communications, PVAMU, P. O. Box 158, Preliev View, TX 77448-0168.

YOUNGSTOWN STATE UNIVERSITY

Youngstown State University invites nominations and applications for tring-month faculty positions in the Schools/Colleges listed below. Filling of these positions is contingent upon availability of funds. YSU is a state-assisted urban institution located in northeastern Ohio armidst numerous cultural and recreational resources of a large metropolitian area. It has an enrollment of approximately 15,000, and a wide variety of academic programs. Its 480 full-time faculty, including department chairs, services seven colleges and schools.

Unless noted otherwise, the following positions are available Fall Quarter 1992 (September 15)

COLLEGE OF ARTS AND SCIENCES

Health and Physical Education. Instructor or Assistant Professor. Master's in Exercise Science or related field, college teaching experience and ACSM Health/Fliness instructor certification. Preference for candidates with Ph.D. and proven expertise in one or more of the following: Athletic Training, Techniques of Coaching, Track and Field, Golf, Archery and/or Fencing. Apply by May 18, 1992 to: Dr. Barbara L. Wright, Chair.

Golf, Archery and/or Fencing. Apply by May 18, 1992 to: Dr. Barbara L. Wright, Chair.

Philosophy and Religious Studies. Assistant Professor. Areas of competence (as many as possible) include Religion and Ethics, New Testament, World Religions, History of Christian Thought, and Religion and Society Doctorate in religion or theology; area of specialization open, but within listed areas of competence, strong teaching record and publication potential preferred. Apply by June 1, 1992 to: Dr. Thomas A. Shipko, Chair

Political Science, Instructor or Assistant Professor. Duties include leaching introductory American Government and upper-level undergraduate courses in Constitutional Law, the American Executive, and Legislature and advising Pre-Law students. Ph.D. or nearing degree completion. Apply by June 1, 1992 to: Dr. William C. Binning, Chair.

Sociology, Anthropology and Social Work. Assistant Professor. Duties include teaching, research and writing. Ph.D. in Sociology, ABDs expecting Ph.D. in very near future will be considered. Preferred areas of concentration: complex organization, gerontology, mittority groups, political and urban sociology, with an interest in applied sociology. Apply by June 1, 1992 to: Beverty Gartland, Chair.

SCHOOL OF EDUCATION

Counseling. Assistant Professor Duties include teaching Master's level courses in CACREP-accredited action counseling and community crunseling programs, advisement and supervision of counseling proctice and internships and participation in ongoing departmental planning and development. Declorate in counseling and licensed or license-eligible as Ohio Professional Clinical Counselor or Psychologist; successful experience in Clinical Counseling, graduate level teaching and demonstrated scholarship; abengths in research and evaluation and/or multicultural counseling preferred. Apply by May 18, 1992 to: Chair, Search Committee.

Educational Administration. Associate or Assistant Professor. Earned doctorate in Educational Administration or related field, successful experience in one or more senior central office administrative positions (superintendent, assistant superintendent, etc.), university leaching experience, publication, and experience on dissertation committees. Apply by May 18, 1992 to: Dr. Robert J. Beebe, Chair.

Elementary Education and Reading. Two positions (one temporary). Assistant Professor. Duties include teaching campus and field-based undergraduate and graduate courses in elementary/middle childhood education, advisting graduate students and developing curriculum. Doctorate professed; three years' elementary/middle school teaching experience required, strong potential in research and scholarship; commitment to preservice leacher education; experience required, strong potential in research and scholarship; commitment to preservice leacher education; university/college teaching experience desirable. For one position, emphasis in Social Studies Education; applicants with background in Middle Childhood Education especially encouraged to apply. For the other position, emphasis in curriculum and instruction; applicants with background in Science especially encouraged to apply. Apply by May 18, 1992 to: Dr. Janet L. Beary, Chair.

Foundations of Education. Assistant Professor. Duties include teaching undergraduate and graduate courses in general Foundations of Education areas with major responsibility teaching graduate-level course in History of Education and undergraduate courses in School and Society and Introduction to Education. Social Foundations and/ or policy studies background with higher education experience desired; record of scholarly publications; three years' satisfactory elementary or secondary teaching experience or comparable experience in approved setting Apply by May 18, 1992 to: Dr. Peter A. Baldino, Choir.

May 18, 1992 to: Dr. Peter A. Bakimo, Chair.

Secondary Education. Assistant Professor. Duties include teaching undergraduate methods courses and supervision, ing field and clinical experiences, teaching graduate courses in curriculum theory and development, supervision, instruction or curriculum. Doctorate with specially in field related to teacher education; three years' teaching experience or equivalency, interest and knowledge of critical reflectivity preferred; evidence of potential for scholarship in area related to teacher education, curriculum, instruction or critical reflectivity. Apply by May 18, 1992 to: Dr. Donna McMerce.

McVierney.

Special Education. Assistant Professor. Duties include teaching classroom management and methods in a field practicum in teacher certification programs for mildly disabled children, and other upper level and graduate courses in areas of expertise, and supervising student teachers. Doctorate in Special Education; three years' teaching experience with learning disabled and/or mentally retarded children; strong commitment to field-based/clinical teacher education; with learning disabled and/or mentally retarded children; strong commitment to field-based/clinical teacher education; demonstrated interest in research; collaborative and/or regular education experience desirable; expertise in ECSE, G/T and technology destrable. Apply by May 18, 1992 to: Dr. Jack D. Dunsing, Chair.

Salaries are competitive. Applicants should send (1) a letter of interest, (2) a current resume, (3) an official transcript, and (4) the names, addresses and telephone numbers of three references to:

Youngstown State University 410 Wick Avenue Youngstown, Ohlo 44555

YSU IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.

FACULTY FULL-TIME

Triton College is looking for faculty for fall, '92. Teaching experience strongly preferred. "Master's degree in area required or "specific credentials.

Tenure Track Positions "Art (Advertising Art, Painting) #F-1
"Music (Vacal & Choral Music) #F-2
"Speech (Theater Director & Speech) #F-3
"Associate Degree Nursing #F-4
"French with Spanish #F-8
"Photo Offset/Crephic Arts #F-7
"Blology (Anatomy & Physiology) #F-8
"Biology (Micro & Ganetics) #F-9
"Chomistry (Goneral & Organic) #F-10
"Health & Physical Education #F-12
"Respiratory Care #F-13
"Librarian #F-14
"Degrave Position for 1 year

Temporary Position for 1 year **Blectronics #F-15 Ail hiring will be contingent upon budget constraints. Please send a cover letter, resume and transcripts indicating position title and # of

Human Resources Triton College 2000 5th Avenue River Grove, IL 60171

of recommendation to: Head, Department of Curriculum and Instruction, Post Office Box 5787, Port Valley State College, Fort Valley, Georgia 31630-3298, An Equal Opportunity, Affirmative Action Employer.

portunity, Attendance Action Employers

Early Childhood Educations Tenure-Inck position for sushiant professor beginning August 24, 1992. Primary responsibility to teach graduate and undergraduate courses in early childhood education including an Emergent Literacy course. References and application must show potential for scholarly productivity. Earned doctorate in Early Childhood Education or Elementary Education and Education or Elementary Education or Elementary Education of Education or Elementary Education or Elementary Education or Elementary Education or Elementary Education of Education or Elementary Education or Education or Elementary Education or Educati

CLARKSON UNIVERSITY Visiting Faculty Position

Department of Economics and Finance

Clarkson University invites applicants for a one-year, visiting faculty position in finance beginning Fail 1992. Doctorally qualified candidates at all ranks will be considered. Candidates should have an active research agenda and evidence of superior teaching at either the undergraduate or graduate levels Clarkson is currently reviewing applications. Position will remain open until filled. Submit application and CV immediately to the Finance Recruiting Committee, Department of Economics and Finance, School of Management, Clarkson University, Potsdam, NY 13699-5785. Clarkson University is an AWEOE, Pos. #377.

ter's degree and commitment to completion of doctorate required. To guarantee consideration, seed tetter of application, résuné, complete credentials and three letters of recommendation by June 1, 1992 to Dr. David Clin effetter, Vice President for Academic Affairs, Oraceland College, Lamoni, 1992 to Br. Br. 1992 to Br. 1992 to

Resources
College
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16, IL 60171

Leastion or Curriculum and instruction with a specialization in Early Childhood Education and a record of recent teaching and large contracts and three jetters of reference to Williams and Early Childhood Education, trainscripts and three jetters of reference to Williams and Early Childhood Education, indiane State University, bood Education, indiane State University, Frostburg, Maryland Education, India

Economics: Two openings for a visiting pro-fessor pt any rank for Academic Year 1992-1993. The candidate must have a theaut wo years of university experience. Application dead-lines: May 22, 1992. Send resume, three let-ters of recommendation and samples of re-search weeks to Rudin Vin Demographs.



CLARK ATLANTA UNIVERSITY

School of Education The School of Education at Clark Atlanta University provides programs of educational study at both the undergraduate and graduate levels. Applications are now being invited for the following positions. DEPARTMENT OF COUNSELING AND

HUMAN DEVELOPMENT

Chair—Docturate degree required in Counselor Education or Counseling Psychology as well as experience as a school counselor and teaching at the university level. Must have evidence of scholarly productivity and research and academic leadership ability.

AssistanUAssociate Professor II position—Doctorate degree required in Counselor Education or Counseling Psychology and experience as a school counselor. Responsibilities include teaching graduate rourses in counseling education, thesis and dissertation advisement, and conducting research and scholarly activities.

DEPARTMENT OF EDUCATIONAL LEADERSHIP Assistant/Associate Professor (1 position)—December degree required in Educational Administration, experience in public school teaching and administration. Responsibilities include teaching graduate courses in educational leadership, organizational leadership, organizational leaders, school asystem administration and supervision of instruction, thesis and dissertation advisement, and conducting research and scholarly activities.

DEPARTMENT OF CURRICULUM

Assistant/Associate Professor, 11 position) Early Childhood Education— Ductorate degree required in Early Childhood Education with a specialty in cognitive development and learning, evidence of scholarly productivity and research, experience as an early childhood teacher and evidence of academic bendership. Responsibilities include teaching undergraduate and graduate courses in methods of teaching, curriculum planning and advising undergraduate and graduate students. academic materatip, responsibilities include and graduate courses in methods of teaching, c advising undergraduate and graduate students.

Assistant/Associate Professor, Mathematics Education (1 position)— Doctorate degree required in Mothematics Education and experience in jubile school teaching. A knowledge of and experience with computers in teaching desirable. Responsibilities include teaching undergraduate and graduate course in mathematics education, student advisement and conducting research and acholarly activities.

Assistant/Associate Professor, Physical Education (2 positions)—Doctorate degree required in Ficaliti and/or P.E., established record of research, publication, and/or grant activity, university teaching experience anctor work experience in urban settings. Responsibilities include teaching undergraduate activity courses in Ficaliti and P.E. Emphasis in the area of Exercise Science/Fitness preferred.

DEPARTMENT OF EXCEPTIONAL STUDENT EDUCATION Assistant/Associate Professor (I position)—Doctorate degree required in Special Education with extensive preparation in MENTAL RETARDATION, experience in teaching mentally handicapped students and evidence of significant contributions in research, teaching and service. A special focus at the early childhood level is preferred. Responsibilities include teaching and advising graduate students, conducting research on the education and treatment of mentally retarded children and adolescents and developing and supervising practicum experiences.

Assistant/Associate Professor (1 position)—Doctorate degree required in Special Education with extensive preparation in the area of LEARNING DISABILITIES. Evidence of scholarly activities and research in Special Education, teaching and service. Two or more years of teaching experience with handleapped students preferred. Responsibilities include teaching graduate courses, advising students and developing and supervising practicum experiences.

All positions are tenure track and available immediately. Experience in writing grants and proposals desirable. Rank and salary based on qualifications. Experience in multicultural education helpful. Submit a letter of application, curriculum vitae, and the names of three references. Search will remain open until positions are filled.

Office of the Dean School of Education Clark Atlanta University James P. Brawley Drive at Fair Street, S.W. Atlanta, Georgia 30314

Clark Allanta University is an Equal Opportunity.

Affirmative Acilon Employer.



Faculty member sought for a one- to three-year non-tenure earning position effective September 1992. The Human Studies Department emphasizes excellence in teaching. A Ph.D. in Social Psychology, Sociology, or Criminal justice is required. Teaching load is 12 hours per semester. Undergraduale teaching experience sought in: Criminalingy, Criminal investigation, Corrections, Criminal Law and Procedure, and Ethical Decision Making. Formal experience as a member of the Law Enforcement Community is highly destrable. Courses offered at off-campus sites near Boston and on-campus courses offered at the main campus in Springfield, Massachusetts. Minordy candidates are encouraged to apply. Applications received before May 29, 1992 will receive full consideration. Senid letter, résumé, official transcripts of all post-secondary education, and three references to:

Office of Personnel Services Western New England College 1215 Wilbraham Road Springfield, MA 01119

Western New England College is an Equal Opportunity Employer.

Editor: The Gladstone Institutes, a medical research organization located in San Francisco, is seeking an Editor/Writer, Responsibilities Include comprehensive editing of scientific manuscrips; writing various guiterials including newsletters, press releases, etc. Must have 1+ years volentific editing and writing experience. Degree in scientific field preferred. Strong computer skills and desktop publishing required. Sent resumé, salary history and writing sample to: Gladstone Institutes, Position A92-03 fc, P. O. Box 449100, San Francisco, California 94141-9100. EOE.

Education: University of Alaska Fairbanka.
Tenure-trock Assistant Professor position beginning August 15, 1992. Located in Dilliugham, Alaska with the field based trecher education program. Doctorate required in area of education or choosity related field. Instructional expentity in the area of middle/secondary school. Information: Center for Cross-Regional Education Program of Cross-Regional Education Pro-

grams, College of Rural Alaska, University
of Alaska Pairbanka, Pairbanka, Alaska
99715-1445; (2071) 474-6432. The University
of Alaska is an EO/AA Employer and Educalonal Institution. Persons thred by the
University of Alaska must comply with
provisions of the Federal Immigration Reform and Control Act of 1986 and are expected to possess a what social security
number. Chosing date: June 5, 1992.

Iducations One-year assistant professor position to teach courses in educational foundations and methods of instruction. May also supervise students in clinical settings. Master's degree required in secondary education or a related feek. Three years of teaching experience in public schools required, college level teaching experience preferred. Must be available by August 20, 1992. Send letter of application, resumé, and names, addresses, and telephone umbers of litree references to: Dr. Ocoffrey Coward, Director of Teacher Ed-

DEKALB COLLEGE

A Unit of the University System of Georgia es the following anticipated faculty oppor

Dr.K.ill) College, located in metropolitan Affants, enrolls approximately 14,000 students on four campuses in associate degree programs. All positions require a master's degree, and most require a minimum of 18 semester/30 quarter hours of graduate credit in the teaching field. College teaching experience is strongly preferred. These are nine-month positions with salary commensurate with education and experience. All positions are tenure-track positions. The starting date for all positions is September 14, 1992.

Joint Enrollment Positions. (Requires a Master's degree and 18 semester graduate hours in each discipline listed.) Two positions available. One in English and one in History/Political Science, teaching college courses to advanced high school senturs. Most courses will be taught on high school campuses in the college service area.

he taught on high school campuses in the college service area.

Music. (Requires a Master's degree in Music or Music Education and 18 semester graduate hours in discipline.) The candidate filling this position will be expected to teach nusic theory und/or music appreciation. Some leaching of applied music (brass preferred) may also he expected. Other specific duties include conducting the College/Community Wind Ensemble and Jazz Ensemble and taking a lead role in recruiting music students in area high schools.

DeKallo College will begin interviewing for these positions on June 30, 1992 and continue until these positions are filled. Please provide the following: (1) letter of application reforencing the specific position(s) for which you are applying; (2) resume; (3) modificial copies of transcripts; (4) tunnes, addresses and telephone numbers of three references.



DEKALB
COLLEGE
The Next Step

The Next Step

This is a construction of three reterences.

Please mail all nunterials to: Judy Chustunny, DeKalb College, Personnel Department, 3251 Parthersylle Road, Decatur, Georgia 30034. DeKalb to Decatur, Ge

MEDICAL COLLEGE OF GEORGIA School of Nursing

The Medical College of Georgia, School of Nursing is accepting applications for full-time tenure track faculty positions in Augusta, beginning September I, 1992, in the Department of Adult Nursing. Exciting opportunities in Ph.D. Program and NLN-accredited BSN and MSN Programs in The Health Science University of the State of Georgia. Master's in Adult or Medical-Surgical Nursing required; Ph.D. or DSN/DNSc preferred; experience in Adult Nursing practice, undergraduate and graduate teaching; research and publications in specialty desired. Salary competitive and commensurate with experience and qualifications. Minority applicants are encouraged. Send application to Dr. Patricia P. Lillis, Chair, Adult Nursing, Medical College of Georgia, Augusta, QA 30912; (404) 721-3843. EOE/AAP.

MCG IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER.

ENGLISH EDUCATION

English Education, Assistant Professor, tenure track, beginning August, 1992, in a program of bachelor's, masier's, and doctored degrees. Requires a doctorete in English Education, with emphasis in literature, ristoric/composition, or language; or a doctorete in English with educational experience. Secondary or middle achool teaching experience essential. Research skills and experience in emerging technologies and literacy lastes as they relate to the field are professed.

Duties: Undergraduate and graduate instruction and advising, student teaching supervision, and service assignments, interest in pursuing cooperative research activities desirable.

Salary renge: \$32,000 to \$35,000. A latter of application, vita, and three academic references (with telephone numbers) are due by June 1, 1992 to Dr. Pamela Carroll, Chair, English Education Search Committee, 209 Carolhers Hall, Floride State University, Tallahassee, Floride 32306

PSU IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

RIVERSIDE COMMUNITY COLLEGE DISTRICT Riverside, California seeks applicants for

FACULTY POSITIONS

ENGINEERING INSTRUCTOR
AMERICAN SIGN LANGUAGE AND INTERPRETER TRAINER INSTRUCTOR Deadline: by 4:00 p.m., June 5, 1992. Call the Personnel Office at (714) 684-3240, ext. 291 ittornal information and required District application m

HEALTH CARE MANAGEMENT

Faculty Position and **Department Chair**

The University of New England Is looking for a creative individual to assume a leadership role in our Department of Management. This is an opportunity for a person well versed in Health Care Management to continue the evolution of their major, guide the introduction of a new major in Sports and Fitnese Management, and function in a curriculum environment that emphasizes interdisciplinery study, critices thinking, environments swarmess and global studies. In addition to program planning and curroulum development, the successful candidate with have the responsibility for teaching and for developing a field-based learning program.

Program.

Persona Interested in this position should have a Ph D. In Health
Care Menagement, Health Care Finance, Public Administration,
or a closely related field. Academic program development and
demonstrated management experience, curriculum development experience and strong leaching experience are required
Demonstrated experience with multicultural settings is highly

The University of New England will ofter an altractive salary and benefits program. Rank will be commensurate with experience For consideration, please forward vilse and cover letter by June

Michael D. Miles, Oirector of Human Resources University of New England 11 Hills Beach Road iddelord, ME 04005 The University of New England is an Equal Opportunity Affirmative Action employer, and welcomes female and minority



The University of New England



Faculty Position MATHEMATICS

Kennesaw State College, a comprehensive and progressive regional collegencerity recognized as up and conding in U.S. News and World Report invites applications for a tenure track position at the assistant professories in the Department of Mathematics. Located in an attractive suburban aread Metropolitan Atlanta, Kennesaw State is one of the fastest growing colleges the University System of Georgia, enrolling 11,000 students in a broad area of high-quality undergraduate and professional graduate programs.

KSC has established a notable record for the inclusion of women and niverlies in its refuectional mission and strongly encourages applications for both groups.

OHALISTEATIONS/RESPONSIBILITIES: Ph. D. required; strong commitmet

QUALIFICATIONS/RESPONSIBILITIES: Ph.D. required; strong commired to undergrachade education as well as an interest in scholarly activitie. All mathematics areas cransinered, Salary commensurate with experience and qualifications. Position available September 1992.

quantitions, Prisition available September 1992.

APPLICATION INSTRUCTIONS: Send letter of application, gradule tractifies, resumé, and three letters of recrumendation to. Dr. Lewis Vib-Brackle, Chair, Search Committee, Department of Mathematics, Remeda State College, P. O. Box 444, Marietta, GA 30061. Application deadline is lune 3, 1992; however, applications will be accepted until the position in filled.

Affirmative Action, Equal Opportunity Employer.

MEMPHIS STATE UNIVERSITY

INPANT/TODDLER SUPERVISING TEACHER Responsibilities: teach one demonstration class with 6 weeks to 30 mouble age group; supervise practicum students and college teaching; conduct research. Minimum qualifications: Master's degree in Early Childhood or related field

three years' teaching expertence Salary: \$25,000-\$30,000 plus benefits (12 month contract). MONTESSORI SUPERVISING TEACHER

Responsibilities: teach one demonstration class of 2-5 year olds; superoist practicum students and college reaching; conduct research. Minimum qualifications: Master's degree in Early Childhood or related first.
Montessori Certified; rhree years' teaching experience. Salary: \$25,000-\$30,000 plus benefits (12 month contract). For both positions, send letter of interest, resume and the names and contact information for three references to: Dr. Roberta J. Clark, Director, Bachat K. Lipman Early Childhood School and Research Institute, Memphis Sent University, 3771 Poplar, Memphis, TN 38152.

The Barbara K. Lipman Early Childhood School and Research Institute is laboratory demonstration school fur the Memphis State University College of Education

position will begin on Saptember 1. Bald-win-Wallace, a four-year, comprehensive college with graduate programs in Education and Business, is located in a suburb of Cleveland. Total enrollment is about 4,700 with 2,330 full-time day students. Send letter of application, résumé, and three letters of reference so: Dr. Patrick F. Coslano, Cheirman, Division of Education, Baldwin-Wallace College, 275 Eastland Road, Becrea, Ohio 44017-2088; fax 216-826-3779. Applications will be reviewed beginning May 18, Baldwin-Wallace is an Egual Opportunity, Affirmative Action Employer.

Education: Southeastern Oklahoma State University: Assistant or Associate Profes-sor of Professional Education: Doctorate

BULLETIN BOARD: Positions available

MOTLOW STATE COMMUNITY COLLEGE is now accepting applications for the following positions: (Subject to funding in the 1992-93 Budget)

I Instructor, Biology (Master's degree in Biology)
2 Instructor, Biology/Chemistry (Master's degree with eighteen graduate semester hours in both Biology and Chemistry)

Mothematics (Master's degree in Mathematics

linstructor, Mathematics (Master's degree in Mathematics)
4 Instructor, English (Master's degree in English)
5 Instructor, Communications (Master's degree in Communications and/or Speech and Theater)
6 Instructor, History (Master's degree in History)
7 Instructor, English/History (Master's degree with eighteen graduate semester hours in both English and History)
8 Instructor, Study Skillis (Bachelor's degree)
9 Instructor, Reading and Study Skillis and Assessment Coordinator, 12 month position (Master's degree)
10 Instructor, Computer Science/Information Systems (Master's degree required, with emphasis in Computer Science, Information Systems, or related field)
11 Instructor, Engineering/Industrial Technology (Master's degree in Engineering field, Industrial Technology, or related field)

12 Instructor, Business/Economics (MBA or Master's degree in Business, Economics, or related field)
13. Director of Library Services (Master's degree in Library Science from an American Library Association accredited

14 Laboratory Instructor/Technician, English, Part-time (Bachelor's degree in English) To groupe full consideration, applicants must submit a Motlow application, résumé, and official transcript(s) to:

> Motlow State Community College P. O. Box 88100 Tullahoma, TN 37388-8100 (615) 455-8511 Ext. 332

Review of applications will begin on June 8, 1992, and will continue until qualified applicants are employed Motion State Community College is an equal opportunity institution and welcomes applications for employment or admission regardless of age, disability, national origin, race, religion, or sex, and is committed to education of a non-acidy identifiable student body. Women and minorities are encouraged to apply.

LESLEY

Faculty Positions Available

Graduate School

Lesley College's Graduate School is a recognized leader in the educational community for its innovative educational programs and delivery systems. We offer a wide array of professional and liberal arts programs in the fields of education, human services, management, and the arts.

Education

(2 FT positions, one 9-month, one 12-month) Teach and advise students within Early Childhood, Elementary, Middle School, regular and special education state certification programs. Experience in teaching at both the pre-college and college level is required. Must be familiar with teacher education and one of the certifica-tion areas. Preference will be given to tion areas. Freezence will be given to candidates with a background in multicultural and/or bilingual education. The twelve month position's printary duties include overseeing the advising and admissions process for the Division.

Undergraduate School

Lesley's Undergraduate School is a private women's college offering professional preparation in teaching, human services, and management based on a strong foundation of liberal education. Emphasis is placed on the integration of theory and practice, and

Psychology

(Full-time, 9 month) Teach and advise students in courses in general areas of psychology. Experience and background in human development and cross-cultural psychology preferred. Teaching experience at the college and/or pre-college level required. Research and scholarly activity are encouraged.

For both positions: Doctorate required, doctoral candidate will be considered. Rank and salary is commensurate with experience. We are strongly committed to hiring people of color; minorilies and women are especially encouraged to apply.

Review of applications will begin May 27 and will continue until the positions are filled. Please send letter of application and resume to: Human Resources Dept., 29 Everett St., Cambridge, MA 02138-2790. Lesley College is an Affirmative Action/Equal Opportunity Employer.

DIVISION CHAIR FOR GENERAL EDUCATION

Owision Chair for General Education and Support Sevices at Indiana Vocational Technical College, a state; supported college serving approximately 1900 students. Provides leadership for building General Education, Library and Auxillary Services, and Instructional support projects. Position available June, 1992; salary range \$25,000-\$30,000 for 9-month contract with separate extended-year Summer contract. Excellent benefits packge includes health and dental insurances and

Master's degree in a Liberal Arts discipline, teaching imprience in higher education, preferably in a two-year catego, experience with transfer of programs, and three years administrative experience at the Department Chair eval or higher required. Resumes accepted through June 5, 1992 or until posi-

Director of Porsonnel indiana Vocational Technical College

IVY ECH 3208 Ross Road P.O. Box 6299 Lafayette, Indiana 47903-8299

An Equal Opportunity/Affirmative Action State College

The Clement Muehl Chair in Communication Arts

Yala Dwinity School is filling a junior position in communication arts to train students in public speaking and preaching, to explore media and the arts as opportunities to communicate the gospel, and to assess theologically the broader dimensions of contemporary communication. The appointee will work dosely with faculty in preaching, religion and the arts, liturgy, and chapel ministry.

Candidates are expected to have theological training, demonstrated academic accomplishment, and an advanced degree in the area of speech and commu-

fale is an Affirmative Action, Equal Opportunity Employer. Pading for applications is September 1, 1992. Appointment is effective July

Inquiries should be sent to: Thomas Ogletree Dean Yele Divinity School 409 Prospect Street New Haven, CT 06511

Authan Professor. Available July 1, 1992. Iskinan qualifications include Ed.S. in sety childrood or middle grades education, to the control of the control o

Education: Assistani Professor of Education (Middle Grades Education), Qualification: Farned doctorate in middle grades
education. Some teaching experience fany
school level: Ability to teach a variety of
graduate and undergraduate courses in
middle grades education, supervise field
placed students, conduct research, and
work with school personnel. Demunstrated
commitment to professional growth and
campus and off-campus; students, gradustet and undergraduate; supervise students
teachers and graduate interns; undertake
research and granu writing, some program
coordination, academic advising at two degree levels, and some committee work. Sallions and experience. Effective Date of Appointment: September 1, 1992, Application
Deadline: June 13, 1992, Application
Deadline in the service of the proposition of the service of

TENNESSEE STATE UNIVERSITY College of Arts and Sciences

Department of Physics. Mathematics, and Computer Science

Full-time tenure track faculty position, association to full professor, beginning August 15, 1092. Teaching experience (at least one year at the college level). Applicants must have a Ph.D. in Physics, teaching experience, and interest in research and grants and a desire to help build a strong physics program. Ability to reach and work well with undergraduate students of diverse ethnic backgrounds. Applicants accepted intil the position is filled. Applicants should send vita, three letters and transcript to Raymond Richardson, Head. Further inquiries should be directed to the head, also.

Department of Physics, Mathematics, and Computer Science Tennessee State University 3500 John A. Merritt Blvd. Nashville, TN 37209-1561 (615) 320-3497

Review of applications begin May 29, 1992.

State University of New York College of Agriculture and Technology at Cobleskill INSTRUCTIONAL POSITION IN MATHEMATICS

One year temporary appointment to begin August, 1992. Responsibilities include teaching mathematics courses ranging from developmental mathematics, freshman level, through calculus. Master's degree required. Two years' college teaching experience preferred. Salary and academic rank are dependent upon education and experience. Fringe benefits are excellent. Search committee will begin deliberationa May, 1992. Submit letter of application, transcripts or copies thereof and a current resumé including the names and addresses of three references to:

Dr. Reneé Scialdo Shevat
Director of Human Resources Management
State University of New York
College of Agriculture and Technology
Cobleskill, NY 12043 An EO/AA Employe



Golden Age/ Medieval Literature

Visiting Professor to teach Golden Age and/or Medieval Literature in Spring 1993. Established record of publications necessary. Teaching responsibility: one graduate course and one seminar. File reviews to begin June 1. Send curriculum vitae, including names of references, to Profescurriculum vitae, Debrian Search Committee, Department of sor Walter A. Dobrian, Search Committee, Department of Spanish and Portuguese, The University of Iowa, Iowa City, IA 52242-1409. AA/EOE.



FLORIDA ATLANTIC UNIVERSITY

ENGLISH & COMPARATIVE LITERATURE: Department Chair. Required: Ph.D., administrative experience (preferably as chair); distinguished publication record and evidence of excellence in teaching. Field open: tenurable at the rank of Professor, three-year renewable appointment as Chair, teaching. The department anticipates assuming responsibility for the freshman writing program in Fall, 1993; offers undergraduate and Master's degree program in Creative Writing; and participates in interdisciplinary programs in Women's Studies and Ethnic Studies. The department may participate in the development of an interdisciplinary Ph.D. program in the college.

development of an interdisciplinary Ph.D. program in the college.

Located on the Southeast Florida Coast, in a rich multicultural area, Florida Atlantic University is rapidly growing. The Schmidd College of Aria & Humanities is comprised of eight scademic Chara, and a substantial endowment. A multiple building new facility is expected to begin in Fall, 1992. Salary competitive, starting date January, 1993, if possibles. Send letters of application or nomination, CV and three letters of reference to Dr. Robert A. Collins, Co-Director, Department of English & Comporative Literature. Deadlins: August 1, 1992.

FLORIDA ATLANTIC UNIVERSITY
P. O. Box 3091, Boca Raton, Florida 33431-0991

A Member of the State University System of Florida An Affirmative Action, Equal Opportunity Emplayer Members of protected classes are encouraged to apply

Athletic Trainer/ Exercise Science

Skidmore College, a four-year, coeducational liberal arts college, located in Saratoga Springs, NY, invites applications for the following faculty appointment.

Pull-time, nontenure-track faculty position renewable to three years. Responsibilities include teaching exercise science courses and serving as assistant athletic trainer. Qualifications Master's degree in Exercise Science required, Ph.D preferred Minimum of three years' teaching experience preferably at the college level. Salary commensurate with experience.

Review of applications will begin June 1, 1992. Submit letter of application, resume and three recent letters of reference to: Dr. Tim Brown, Chair, Physical Education and Dance, Skidmore College, Saratoga Springs, NY 12866. Skidmore College is an affirmative action/equal opportunity educator and employer.

SKIDMORE

volvement. Available Septembor 1, 1992, Salary commensures with experience and qualifications. Send latter of application, vita, official transcripts of all college work, and two names, addresses, and phone numbers of reference letters by June 15 to Elaine Wissins, Department of Curriculum Elaine Wissins, Department of Curriculum Instruction, School of Education, Georgia College, Miljedgeville, Georgia 1992 or until filled. AA/EOR.

1, 1992 or until filled. AA/EOR.

Education: Assistant/Associate Professor of Education, tenure-track, beginning Ap-gust, 1992. Doctorate required with back-ground in elementary/secondary teaching and aducational technology. Responsibil-ities include infusing educational technol-ties include infusing educational technol-



Dean of Academic and Student Development Services (Position #FA034/C-62)

Starting Date: August 1, 1992, or as soon thereafter as possible.

English Instructor, full-time, 9-month (Position F0051/C-63)

Math Instructor, full-time 9-month (Position F0060/C-64)

*Reading Instructor, full-time, 9-month (Position Q0004/C-65)

Nursing Instructor, full-time, 9-month (Position F0059/C-88)

Salary: \$23,859-\$28,571 for all 9-month faculty positions

Planning and Research Coordinator (Position 00059/C-66)

Starting Date: August 1, 1992 or as soon thereafter as possible. Application Deadline: 4:00 p.m. Friday, June 12, 1992

Salary Range: \$25,191 to \$38,463, commensurate with education and experience.

Starting Date: August 16, 1992.

Application Desdline: 4:00 p.m. Friday, June 5, 1992.

Patrick Henry Community College

P. O. Drawer 5311

Martinsville, VA 24115-5311

(703) 638-8777

College: Nestled in the scenic foothills of the Bluo Ridge mountains midway between Greensboro, North Carolina and Rosnoke, Virginia, Pairick Henry Community College is a comprehensive two-year college serving the City of Martinsville, Henry and Patrick Countles, and portions of Franklin County. The service region is highly industrialized in both furniture and textiles and has a population of approximately 100,000. There are numerous recreational opportunities including nearby Smith Mountain Lake and Fairystone State Park. The College is dedicated to academic excellence in both the college parallal and occupational/technical curricuts with a headcount enrollment of 2500 students.

The function of the Dean of academic and Student Development Services is to plan, schedule, implement, and evaluate all credit and non-credit courses and programs, academic support activities, and student development services activities at the College including the preparation, management, and analysis of instructional and altudent development services budgots. The Dean of Academic and Student Development Services shall report to the College President.

Qualifications: Master's degree from an accredited institution, community college administrative and teaching experience, proven leadership and management skills. Candidate should possess a demonstrated skill in faculty and student relations, curriculum development, and exhibit a capability for providing dynamic and forward leadership and a thorough understanding of and commitment to the mission of the community college.

Teach college level English classes with primary assignment in developmental English. Must exhibit ability to teach a variety of courses utilizing multi-sensory approach.

Teach introductory college level mathematics courses with primary assignment in Dovelopmental

Teach developmental reading classes and work the special needs students. Position will include teaching and reading and working one-on-one with disabled or other special needs students. Must utilize multi-sensory instructional approach. 'Continuation of position contingent upon grant funding.

Qualifications: Master's degree with 18 graduate hours in required subject area; experience with developmental or other at-risk students is desired. A minimum of two years of teaching experience preferred, Commitment to the community college philosophy, instruction of developmental students, student learning, academic advising and academic planning is essential. Excellent communication and interpersonal skills are basic to the position. Schedule will include teaching both day and evening classes; on- and off-campus classes; and committee work.

Teach lecture/clinical component of Medical-Surgical courses. Plan, supervise, coordinate and evaluate students in clinical areas.

Administration instructor (OAD) full-time, 8-month (Position F0054/C-67)

60% Release time will be provided to coordinate off-campus instruction for Business, industry, Government, Training, and Education Center (BIC TECH) program to erea business and industries. Develop training and retraining proposals; serve as italison to business and industry. Supervision-related Zenger Miller training for Industry, office, and manufacturing personnal.

Qualifications: 10 years' related occupational experience required. Bachelor's degree in Management or related field preferred. Specific experience or background in community college operations; working knowledge of word processing and other office administration courses such as WordPerfect and Microsoft Word. Teaching experience in word processing desirable. Excellent organization and communication skills required.

Directs of facets of the college's planning activities. Provides leadership in updating the institu-tional master plan and other projects related to agency planning, evaluation, and institutional research. Applies diverse analytical and evaluation methods; forecasts future long range planning needs; defines problems and proposes alternative methods of implementation for solutions.

Qualifications: Graduation from an accredited college or university with major course work in planning, public, business or educational administration, operations research or a related field. Considerable knowledge of college organizational functions, of data collections and interviewing techniques; of statistical analysis and interpretation; of sampling methods and techniques; of data processing systems and applications; and of project management techniques. Proven leadership ability within a team environment.

Applications: All applicants must submit an official Commonwealth of Virginia application form, resume, and official transcripts referencing the position number. Applications and information may be obtained from and returned to:

Personnel Office
Patrick Henry Community College
P. O. Box 5311
Martinsville, VA 24115-5311
Telephone: (703) 638-6777, ext. 213
FAX Number: (703) 638-6489

Patrick Henry Community College is an Affirmative Action, Equal Opportunity Employer, Applications from qualified minorities earnestly solicited. The successful applicants must furnish proof of identity and employment eliability.

Qualifications: Bachelor's degree in Nursing required and current RN license. MSN and/or hospital experience in medical-surgical nursing preferred.

Office Administration instructor (OAD) full-time, 8-month (Position F0054/C-87)

Salary: \$52,845-\$59,015

Albany State College

Albany State College, a four-year unit of the University System of Georgia. Is seeking applicants for the following tenure-track, nine-month positions and one departmental chair position. All teaching positions are assistant/associate professor rank, and dictorate and college teaching experience are required unless noted otherwise. Average teaching load is 15 quarter hours. Salary and rank continensurate with qualifications. Closing date: June 1, 1992. Send résumé, official transcripts and three current letters of reference to contact person noted in position. Detailed descriptions of positions are available from specific departments. Albany State College is located in Southwest Georgia and has an enrollment of 2747. Address: Albany State College, 501 College Drive, Albany, GA 31705.

CHAIRPERSON DEPARTMENT OF NATURAL SCIENCES

Contact: Chalsperson, Search Committee Applicant should have doctorate in Biology, Chemistry or Physics (or telated area) with both teaching and research experience. Preference to applicants with record of grantsmanship, computer literacy and research. Demonstrated ability to communicate with policy-making bodies and to work with adudnistrators, faculty and students. Duffees Provide leadership in administration of academic programs. Monitor, evaluate and oversee sponsored programs and planning. Supervise and evaluate personnel, including 14 faculty members. Department instructs for B.S. and M.Ed. prugrams and faculty direct sponsored programs, including MARC, MISIP and MBRS. Rank: Associate or Professor. Salary commensurate with qualifications.

FACULTY POSITIONS

Contact: Dr. Hugh Phillips, Chair, Criminal Justice Criminal Justice: Applicant must hold degree in criminal justice, criminology or closely related field with a record of scholarship and research. Computer competence and commitment to community service desirable.

Contact: Dr. James Hill, Chair, English & Modern Languages English: Master's considered. Training and experience in Third World

Literature destrable.

English: Buckground in thetoric audior linguistics. Master's considered.

English: (Instructor/Assistant Professor). Master's considered. Experience in teaching reading and/or composition.

English: (Instructor/Assistant Professor). Master's considered. Experience in teaching reading and/or composition.

Contact: Dr. Bruce Fort, Chair, Department of Natural Sciences Biology: Master's considered. Specialty in cell and molecular biology and

genetics.
Biology: Master's considered. Specially in zoology and physiology. Contact: Dr. T. Marshall Jones, Chair, Department of Fine Arts Music and Director of Choral Activities. Master's considered, with strong emphasis in vocal pedagogy and methods.

Contact: Dr. J. Allen Pete, Dean of the School of Education

Educational Administration and Supervision. Public school, central of-tice or supervisory administration experience preferred. Research back-ground and ability to develop funded projects is desirable. Contact: Dr. Lucille Wilson, Dean of the School of Numing

Nursing: Training in Psychiatric-Community Mental Health Nursing required. ABD's will be considered with clinical experience.

Albany State College is an equal opportunity, affirmative action employer

Due to expanding enrollment, SUMTER AREA TECHNICAL COLLEGE is seeking faculty (3 positions) with expertise in the following areas:

ASSOCIATE DEGREE NURSING INSTRUCTORS MATERNAL-CHILD and/or MEDICAL-SURGICAL

Classroom and clinical teaching, to prepare students at the Associate Degree level. Excellent State benefils and competitive salary commensurate with education, qualifications, and experience. Master's Degree in Nursing and one year's professional nursing experience required. Teaching experience preferred. Current license or eligible for licensure to practice nursing in South Carollen a must. Starting date is negotiable. Applications will be accepted until the positions are filled.

Mail letter of application, resume, and copy of college transcript(s) to Personnel Office, Sumter Area Technical College, 506 N. Guignard Drive, Sumter, SC 29150, AA/EOE



Southeastern "ACCOUNTING Louisiana University

Assisant/Associate Professor of Accounting: tenure track position. Effective date of employment: August, 1992. Qualificatione: Ph.D. or D.D.A. in Accounting (advanced sings of dissertation considered). CPA/CMA, schofarly research, and professional activity preferred. Duties: Teaching undergraduate courses in accounting with possibility of leaching in the M.B.A. program. Engage in schofarly research resulting in publications in refereed journals. Must bo involved in service activities that benefit the department, college, and university. Salary: Commensurate with experience. Applications in original activity and professions/inquiries to: Dr. Joseph L. Morris, Department of Accounting, Southeastern Louislans University, P. O. Box 468, Hammond, Louislans 70402. Desaling for receipt of applications: Juno 1, 1992, or until position is filled. EOE.

Education: Assistant Professor of Curriculum and Instruction, Nine month tegure track postation available September 1, 1992. Prignary rearonsibilities include teaching undergratulate testy childhood and middle grades education courses in Macon, Georgia, and supervising field-based experience. Qualifications include a muster a degree in early childhood or middle stades education, a minimum of three years as public school teacher, and experience in field-based supervision. Splary commensurate with experience and qualifications. Send letter of application, viln, official itanscripts of all college work, and two names, addresses and phone numbers of references by June 15 to Elaine Wiggios, Department of Curriculum and instruction, School of Education, Georgia College, Milledgeville, Georgia 1904. Equal Opportunity. Affirmative Action Emrioyer.

Educational Administration: Assistant/Associate Professor of Education, University of Teass at El Paso, The University of Teas at El Paso. The University of Teas at El Paso.



Franklin College is seeking an individual to fill a position in the Physical Education Department beginning the fall of 1992. Preference will be given to a person who can teach a variety of physical education and health courses such as curriculum, methods, organization and administration, health education, and gymnastics and a person with exposure to a small college environment. The individual will also serve as the Academic Coordinator for the Women's Athletic Department, in addition to the above responsibilities, the person hired would be expected to serve in a coaching capacity for one or more sports. The above would be a full-time staff position with part-time teaching responsibilities.

Franklin College is a private, liberal arts college located 20 miles south of Indianapolis in central Indiana. It enjoys a long tradition of quality undergraduate education and a recent history of substantial growth in endowment and enrollment.

Deadline for applications is May 22, 1992. Applications received by this date are guaranteed consideration. Vitae, transcripts, and 3 current letters of recommendation are required.

Master's degree in Physical Education or a related area. Teaching and coaching experience on the high school or college level. interested individuals should send a letter of application and current ré

Jenny Johnson-Kappes, Chair PED Search Committee 501 E. Monroe St. Franklin College Franklin, IN 46131

Applicants should send or arrange to have sent 3 current letters of recommendation to the above.

Franklin College is a Affirmative Action, Equal Opportunity Employer.

Assistant/Associate Professor DEPARTMENT OF COMMUNICATION

Communication Department needs faculty member for Fali 1992 to advise university newspaper and yearbook, also teach journalism courses. Doctorate preferred, master's required. Salary and rank are "open." Professional and teaching experience desirable. Computer and desktop publishing ability required. The Department of Communication is located in modern Self Hall, which houses production facilities for the newspaper and yearbook, two TV studios and post-production facilities, two audio production rooms, and an FM radio station affiliated with NPR. The department has 200 majors in communication and a minor in journalism. Send letter of application, résumé and three current letters of reference to: Personnel Services, Jacksonville State University, 700 Pelham Road, N. Jacksonville, Alabama 36265-9982. Deadline for applications: May 25, 1992, or until suitable candidates are selected.

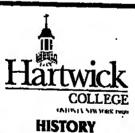
SAINT FRANCIS COLLEGE

Seint Francis College, a small, private, liberal arts college located in the picturesque Allegheny Mountains of Central Pennsylvenia, invites applications for a tenure track foculty position in a Council of Social Work Education accredited program in Social Work.

Applicants must hold a Mester of Social Work, along with a minimum of two years' post-master's practice experience. Ph.D. or ABD in Social Work or a related field preferred. Safary commonsurate with qualifica-Sand latter of application and curriculum vitae by June 15, 1992 to:

Dr. Richard Crawford Assistant to the President Saint Francis College Locetto, PA 15940-0600

EOE



Hartwick College seeks a one-year appointment for the academic year 1992-93. Successful candidate should be able to teach the second helf of the United States History Survey, 1876 to the Present, and possibly survey courses in either Latin Ameri-can, African, or Asian History. Ph.D. preferred, Send credentiats to Leonard W. Puddika, Chak, History Department, Hartwick College, Oneonta, New York 13820 by June 1, 1992. Equal Opportunity Employer.

rank beginning August 1992. The position consists primarily of teaching a required course in instructional methodolesy for secondary education rations and supervision of field experience/student teaching. The course includes a strong clinical component comprised of microteaching and instructional analysis activities. Doctorate degree and three years of teaching experience in basic education and/or college required. Experience in supervising field practicum and/or student teaching streemed. Condidates should be entitusiantle about wurking with public schools and partners hips and participating in university scholarly activities. Minorities and women are especially encourised to apply. Send taster of application, fessons, transcripts (undergraduate and graduate), and the sames, addresses and phone numbers of three references tot Personnel Committee.

computing. Rank and salary level office pend on candidate's qualifications. Age cations will be accepted until May II, Mil. Send letter of application and resund sith list of three references to: Dr. J. K. Bailthist of three references to: Dr. J. K. Bailthist of three references to: Dr. J. K. Bailthist of three references and Appled Schotter an School of Engineering and Approximations, SMU, Dullos, Teast Triple IS SMU is an Affirmative Action, Title IN Equal Opportunity Employer and perior larly encourages the applications from an incition and women.

EDUCATION

Community College of Philadelphia Affirmative Action Vita Bank **Faculty Vacancies**

Community College of Philadelphia, one of the nation's leading urban community colleges, has the following tenure-track openings for the 1992/93 academic year:

ENGLISH (4): Master's in discipline (Lit., Reading, ESL or Composition) required; Ph.D. and teaching experience preferred. BIOLOGY (2): Master's required, Doctorate in Biology and teaching experience preferred. Subject areas: Gen. Biology. Micro., Anatomy & Physiology.

ARCHITECTURAL/CONSTRUCTION TECH (1): Registered Architect w/B.Arch., knowledge of computer applications and CAD required; Master's and teaching experience preferred. Community College of Philadelphia is located on a modem, downtown campus and enrolls more than 40,000 students annually in transfer and career programs.

Interested minorities and women are invited to submi Interested minorities and women are invited to submit credentials for inclusion in our Vita Bank. Credentials will be made available to all appropriate College Search Committees. Please include in your cover letter the specific areas you wish to

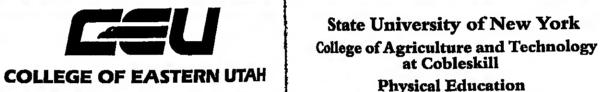
All resumes/vita will be acknowledged.

Send your resume/vita to: Human Resources, Community College of Philadelphia, 1700 Spring Garden Street, Philadelphia, PA 19130.

As an Affirmative Action/Equal Opportunity Employer, Community College of Philadelphia eagerly encourages applications from women and minority candidates.



1700 Spring Garden Street, Philadelphia. PA 19130



Applications are invited for the following position:

Applications are invited for the following position:

Director of Bands, tenure track position. Successful applicant will condict Concert Band, Jazz Ensemble, and Activity Band. In addition to these reporsibilities, the position will require some teaching of general education course. Strong recruiting and public relations skills would be helpful. Master's degree in instrumental performance or music education required; preference will be given to candidates with demonstrated abilities in Jazz performance/production, including electronic music. Experience in composition/amanging for exembles would be helpful. Successful teaching experience in public stroot originary will be commensurate with experience and in accordance with the faculty pay scale. Deadline for application 5:00 p.m., May 29, 1992. For further Information: Contact CEU Personal Office, College of Eastern Utah, Price, Utah 84501; (801) 637-2120, ed. 240 CEU IS AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYEL

COLLEGE OF WILLIAM AND MARY School of Business Administration

Visiting Professor In Economics

William and Mary's School of Business is seeking candidates for a one-semester appointment (Fall 1992) in the area of Macroeconomics at the graduate level.

Please send curriculum vita, three references, and a letter of interest to: Alfred N. Page, Dean School of Business Administration College of William and Mary Williamsburg, VA 23187-8795

Review of applications will begin May 15, 1992, and position will remain open until fitted. William and Mary is an Equal Opportunity, Affirmative Action Employer and especially encourages applications from women and members of polopital accuracy. members of minority groups.

dergraduate and graduate levels, Academic advisement, supervision of clinical experi-ences also required. Columbia Collega is a member of the South Carolina Collabora-tive, a national Goodlad Site for restructur-ing, Successful teaching at the college level

OPEN ACCESS TO EQUAL ACCESS

18,000 New Faculty Positions By The Year 2005

brihe next decade or so, the world's muh largest economy will have the notethnically diverse population in global economy, California must have he best trained workforce available. nly a faculty dedicated to quality and with a diverse student population cu nate this happen.
The California Community

Tolleges are in the forefront of this educational explosion. Now serving I million students, the 107 California mmunity Colleges are projected to ene a student population of more than 8 million students by the year 2005. At least 16 new community college campuses will be built and extablished ampuses will be expanded to meet the aced to train students in Associate
Degree and technical training certification programs, More than 18,000 new faculty positions will be filled in the



Instructional/Coach Position

Insure track position to begin August, 1992. To reach in the required physical education program with emphasis on lifetime sports and wellness classes to include body building, weight-hibitig, wellness, gulf and bicyding. Planning, organizing, and cuaching a junior cullege basketball program for men within the guidelines established by the college, NJCAA, and the conference. Assist coaching in the varsity track program. Master's degree in physical education is required. Knowledge of NJCAA regulations and coaching experience, preferably on the college level, preferred. Salary tommenorate. Deliberations will begin immediately. Submit letter of application, transcripts or copies thereof and a correct resumé including the names and addresses of three refeteures to:

Dr. Renée Scialdu Shevat Director of Human Resources Management State University of New York College of Agriculture and Technology Cobleskill, NY 12043

Romen and minorities are encouraged to apply. An EO/AA Employer

Southwestern

University

AT GEORGETOWN, TEXAS

HEAD MEN'S BASKETBALL COACH; Southwestern University seeks candidates for the position of head men's basketball coach to begin on a negotiable date. A master's degree is preferred but not required. Evidence of successful coaching experience and revious efficiency and endomement of the NCAA Division III philosophy are required. Additional duties include teaching plus coaching of an additional open. Salary and terms of appointment are commensurate with level of education and prior causer experience. Southwestern 15th.

Southwatern University is a selective undergraduate institution communed to broad-based based based and science education. Affiliated with the United Methodst Church, Southwestern emils 1,200 students and has a history of stable enrollment. The Southwestern through the property of the second property with facility salaries.

Applicates should submit a letter of application, résume, and names, addresses and tele-hone numbers of three references to Men's Baskerball Search Committee, Southwestern Hernathy, P. O. Box 770. Georgetown, Texas 78627-0770 (fax 512 863 5783), Reviewestern of applications will begin immediately. Applications will be accepted until the postdon to fact the state of the search of the search

Colleges have it all: Top level salaries among the highest in the nation and excellent fringe benefits; recognized professional working environments; reasonable living costs from the coast to the high sierras. California is in the unsurpassed for its living and

recreational opportunities.
The California Community College Registry has been developed to find the nation's best faculty members and put them in direct contact with the more than 18,000 Job openings. The Registry is new accepting applications which will be placed on a community college ulty computer network linking all 107 community college personne offices to use in their faculty

eruitment programs. If you are interested in career employment or promotional rtunities as an administra faculty, or staff member, please complete the coupon below and mail to to the address indicated. A Registry form will be mailed to you. The uninimum academic

requirements for teaching position generally is a masters degree in subject (or equivalent) for academic disciplines and an associate degree with six years of related occupational experience fo vocational disciplines. Possession of a valid California Community College Credentlal meets these requirements Other locally established equivalents

Colleges are affirmative action/cqual opportunity employer institutions.

California Is Looking For Some Great Faculty

The Chancellor's Office of the Cabifornia Community Colleges is seeking applicant employment data from Individuals interested in teachin or administrative positions in one of California's 107 Community Colleges. The Registry is particularly interested in underrepresented group members including the handicapped, ethnic/racial

Coordinator, Faculty and Staff Diversity Recruitment Catifornia Community College System Registry P.O. Box 4065 Modesto, CA 95352

(209) 527-361B

may apply.
The California Community

FACULTY PROJECT

CAMPUS COMPACT

Campus Compact, a project of the Education Commission of the States (ECS), is a national contilion of 300 college and university presidents committed to involving students in public and community service. The Compact seeks a Project Director to direct a national project designed to involve faculty at member campuses in integrating community service and the curriculum.

staff.

Requires Bachelor's degree (Master's preferred), and ability to work with diverse personnel and handle multiple tests simultaneously. Experience in higher ed., community service, program development and on management preferred. Knowledge of word proceesing, excellent organizational, written and verbal skills necessary. Some travel required. Satary range \$30-\$40K, with an excellent benefits package, Bend reaumé, letter of application and writing sample by June 1, 1992 to:

ence with computer nided design on PCs desirable. Closing date: May 29, 1992. Send inquiries to: Human Resources, Casper College, 125 College Drive, Casper, Wyormag \$2601. We are an REOVAAE.

Elementary Education: The Defiance Col-legg announces a tenure-track position be-siming Fall, 1992, teaching elementary mathematics and science methods, super-vising field experience students and su-dent teachers, and teaching inquiry and Re-gearch Methodology at the graduate level, candidates should have their doctorate and three years' teaching experience. The pre-ferred candidate should have had teaching experience at the graduate level. Rank and ferred candidate should have got teaches experience at the graduate level. Rank and experience at the graduate level. Rank and galary arc open. The Definance College is a small liberal arts college (1,000 students) located in Northwestern Obio. The Search Committee will begin consideration of spotications on Jims 1, 1992. Candidates should send a letter of applications, resume, should send a letter of applications, resume, send three reference letters to: Joe [Deniels. Vice President for Administration, The Definance College, 701 North Clinton Street, Definance, Ohio 43312.

Elementary Education: Temire irack posi-tion beginning August 15, 1992. Generalist in Elementary Education. Teach under-graduate classes in language arts and aocial studies methods, microteaching and ele-mentary curriculum, Kinderparen corricu-lum and exceptionalistes. Earned doctorate and successful elementary teaching experi-ence required. Knowledge of reflexive teaching practices desirable. Rank and sal-gry commensurate with experience. Appli-

DIRECTOR

and the curriculum.

Will manage and implament annual summer institute; administer grants programs, plan rogional and estimate meetings; work with advisory board; maintain an information clearinghouse, develop proposals to lurther fund project; write articles and make presentations; supervise staff.

Cempus Compact is an Equal Opportunity Employs

Elementary Mathematics Education: Scarch extended. Georgia Southwestern College has a tenure track opening in Mathematics Education, beginning September, 1992. An Ed.D., Ph.D., or oear compiletion of doctoral study in a field related to elementary mathematics education is preferred. A secondary teaching field is a plus. Teaching mathematics education is preferred. A secordary teaching field is a plust. Fesching
experience in demensary school mathematics is required, Amplicants should have
potential for scholarly production and
working affectively with area public
schools and educational assencies. The poskipn requires teaching both undergrashate
and graduate clauses, it is an ecademic year
probable. Salary very competitive. GSW is
a scalor college of the University System of
Georgia. The Institution offers together colcation programs at the bathelor's, master's
and specialist degree levels, and is accredited by the State of Georgia. NCATE and
the Southern Association. The college is
situated in the picture-que Victorian city of
American, near habroic Andersonville and
Plains. The teacher education program is
boused in the anne Education Center, a
state-of-the-or facility. Send letter of oppication or combination, resume, transcripts
and a ministum of three references by June
1, 1992 to Dr. Lym It, Frisble, Chair, Divi-

Christian University, Fort Worth, Texas 76129. TCU is an EEO/AA amployer and particularly encourages women and minor an EUAA concentr an autoroper.

Engineering/actilities Management: HVAC Manager. The University of Nobraska at Kearmy is steking a dynamic leader for its HVAC operation. The campus is 246 acres with 37 anstructional, residence hall, and support buildings, totaling 1.7 assiltion aquary feet. Kearmey is the sixth largest city in Nobraska and is the agricultural, commercial, cultural, educational, and medical center of the sixth. Barjustitural, commercial, cultural, educational, and medical center of the sixth. Should have five years' management and supervisory experience in college/university believ and/or chiller plants or similar industrial/hillity facilities. Associate's or Bachedor's degree in mechanical or electrical engineering or

need to hoppy.

English: Allegany Community College, faculty position. Allegany Community College, a comprehensive public two-year institution, invites arryticelons for a nine
monthlycer, tenure-track faculty position
in English. Starting date: August, 1992.
Classes include developmental courses,
English composition, and Butiness and
Tochnical Communications. Bachelor's in
English required; Mestor's in English or
English Reducation (at least if graduate
hours in English required. Ed.D. (in currecultura and lastruction or related field) or
Ph.D. (with coursework in corriculum, edtectional research and statistics, and infacilition. Associate's or Bacholor's degree in mechanical or electrical enablements or related field and a working knowledge of gnesmalte or DDC enersy management systems professed. Salary is competitive. Sond cover letter and resume with three work refrences to: Director of Human Resources, University of Nebraska at Kearnay, Kenany, Nebraska 68849, Review of résumes will begin June 22, 1992. AA/REO. résumes will begin Juse 22, 1992. AAPECO.

English: Instructor in English. One-year appolisment, to stant August 17, 1992. Nontaure track, renewable without further appilication for up to two additional years dependent upon satisfactory performance.
Ph.D. preferred, ABD welcome: composition training required. Salary competitive.
Teaching load—four courses of compositions: 29 May 1992. Send dossier and three
letters of recommendation to Professor
Alan Shapard, Scarch Committee Chair,
Department of English, Box 32872, Texas

UNIVERSITY AT BUFFALO State University of New York

The University at Buffalo Libraries are now recruiting for the two positions listed and are seeking candidates who will continue to enrich and diversity our staff. Minorities and members of underrepresented groups are encouraged to apply for these employment opportunities.

The UB Libraries are members of RLG, ARL, CLR, and State and local consortia. Comprised of ten units, including Health Sciences and Law, the Libraries hold over 2.6 million volumes, subscribe to over 28,000 serials and periodicals, and have 3.8 million microforms. The BISON online Information system is NOTIS-based. The staff is comprised of approximately 110 library assistants, 65 library faculty, and 25 professional staff.

The University at Buffalo, a member of the Association of American Universities, is the largest and most comprehensive campus of the SUNY system. UB has about 27,000 students, 8,500 of those in graduate and profession.

ARCHITECTURE AND ART SUBJECT SPECIALIST. Librarian is in charge of the Architecture and Planning Library, a branch of Lockwood Library, and Serves as subject specialist for Architecture and Planning. Art History and Art. Develops collections supporting corriculum and research needs: participales in general and specialized reference services and bibliographic instruction programs in both APL and Lockwood: supervises operations, one support stalf and student assistants in APL. As Subject Specialist, responsible for appropriate acquisitions funds; in-depth research consultation/services; and litation with faculty. Actively participates in the team management structure of Lockwood Library. Some evening and weekend hours expected.

Qualifications: Required: ALA-accredited MLS, supervisory experience, subject expertise in Architecture and/or Art History, public services experience, and familiarity with electronic information resources. Highly desirable: relevant advanced degree, competency in a European language, evidence of participation in innovative public services programming, and experience in academic libraries.

Rank/Salary: Tenure-track faculty position with the rank of Assistant Librarian (# \$25,000 or Senior Assistant Librarian (# \$30,000. Salary/rank commensurate with qualifications.

REFERENCE/ONLINE SEARCHING LIBRARIAN,
SCIENCE AND ENGINEERING LIBRARY. Provides reference services (some evening and weekend hours) and bibliographic instruction to science and engineering students. Online searching responsibilities include: computerized bibliographic searches in sci/tech areas using databases on DIALOG, BRS and STN; database searching and document delivery as part of SEL's fee-based information services; maintains files and statistics on database searches; oversees end-user searches on CD-ROM; provides documentation and training for staff and end-users for all the above and for BISON; serves as SEL's BISON contact; and contact/trainer for networked resources (OPACS, datailles through internet, OCLC-EPIC and RLIN). May serve as a primary selector and bibliographer for at least one subject in the natural sciences or engineering.

Qualifications: Required: ALA-accredited MLS with coursework/experience in microcomputer applications for online searching. Desirable: Familiarity with bibliographic utilities (OCLC or RUN), degree in a science/engineering discipline, professional library experience, and experience demonstrating the ability to manage.

Rank/Salary: Tenure-track position with laculty status at the rank of Assistant Librarian at a salary of \$25,000.

LAW LIBRARY—CATALOGER. Catalogs and classifies legal and law-related materials in English and other languages in MARC format. Responsibilities include: original cataloging editing cataloging available through OCLC/RLIN; recataloging and reclassifying materials; maintaining cataloging records; contributing to local authority control procedures; and assisting in special projects related to revision of local BISON (NOTIS-based) system. Assists Head of Cataloging in establishing and implementing cataloging/authorities policies/procedures. Oversees BISON catalog maintenance for Law Library records. Supervises a clerk and the daily workflow of the department.

Qualifications: Required: ALA-accredited MLS. Highly desirable: experience with cataloging legal materials. Preferred: familiarity with AACR2, LCSH, MARC formats: reading knowledge of a Western European language; and experience with a local public access catalog.

Rank/Salary: Tenure-track position with faculty status at the rank of Assistant Librarian @ \$25,000.

Send letter of application and résumé including the names of at least three references to: Kenneth Hood, Personnel and Staff Development Officer, University Libraries, University at Buffalo, 432 Capen Hall, Buffalo, New

Search Committees will begin reviewing applications immediately and continue until appointments are made.

AN EO/AA EMPLOYER

Ethnic Minorities are Encouraged to Apply

English Two tenure-track positions, effective Sentember 1, 1992, for generalists to teach composition, tenychetry literature, Required: doctorate in English, teaching experience and academic training appropriate two position. Desirable: specialization in rhetorick-composition, linguistics/grammar, and/or critical theory. Allowiny supilications encouraged, Send application letter, vita, all college transcripts, at lenst three current letters of recommendation by May 23, 1992, to: Dean David M. Taylor, Livingston University, Station 23, Livingston, Alabamin 33470, No consulteration will be given to locomplete applications. Equal

Opportunity Employer.

English as a Second Larguage: Full-time deglish as a Second Larguage: Full-time fassistant professor. Starting Seriember, 1992. Twelve-month, non-tenure track position, renowable annually. Toach three ESL courses per quarter in intensive English, program. Participate in associated departmental duties. Assist in advising, testing and developing curriculum. \$25,000 and fringse benefits. Required: native professor of in English, M.A. in TESL or related field, minimum three years' university-level ESU/EFL teaching experience. Excellence in teaching extended by student and/or nodministrator evaluations, involvement with TESOL and overseas teaching experience preferred. Submit letter of application, resume, usofficial transcripts, evidence of teaching excellence, and list of three references with addresses and ahone numbers to Gayle Nelson, Department of Applied Linguistics and ESL, University Plaza, Georgia State University, Alanta, Georgia 3030. Deadine: June 15, but the position will remain open until filled. Georgia State University, a until of the University System of Georgia, is an Equal Opportunity Educational Institution and an Equal

Opportunity, Affirmative Action Employer, (6-24312) English as a Second Languager Seeking a qualified person to lead English as a Foreign Language program for Texas A&M, Korlyama, Japan compus starting Fall, 1992, M.A. In TESL or reinted degree; estensive overseas teaching experience; solid administrative experience with an EAP program. Salary negotiable and commensurate with experience. Benefits include annual pound trip nirjare, furnished appartment, fasurance puckage, titpend, and other tooglists. Conjuget Dr. Bill Stout, Director of the program of the progra er bonelits. Conject: Dr. Bill Stout, Director: Texas A&M. University/Rodyama 1-30-22 Motomachi, Koriyama-Shi; Fuku-zhima-Ken; 961 Jopan; Pax; 0249-39-5976. Deadline: June 30, 1992. AA/EOA.

English as a Second Language: Pull-lime lo-arrustor at the Inzensive English Language Center to attart August 17, 1992. M.A. in TESL or Linguistles, three years teaching experience (one year in EAP/IEP), experi-ance with Japanese students desired. Send résumé, i moscript a und maries of three ref-eronces by June 4, 1992 to: Linda Brunson, intensive English Language Center-149, University of Nevada-Reno, Reno, Nevada 89357; telephone (702) 784-6075; fax (702) 784-4015. AA/EOE.

English as a Second Languager Pull-time, Director, Intensive English Institute, beginning August 1, 1992. Directs a growing English as a Second Languager (ISEL) program for both matriculated and non-matriculated intensifonal students, Primary duties include recruitment, curriculum development, supervision of faculty and staff, budget control, and intensice with the University's other departments and offices, Ph.D. or Master's in ESL or related field

GEORGIA SOUTHERN UNIVERSITY **School of Business**

Instructor of Information Systems and Coordinator of **School of Business Computer Resources**

Program growth at Georgia Southern University has created unprecedented apportunities for those interested in Juning the faculty of an AACSB-accredited program at one of the nation's fastest growing institutions of higher

tiun, now enrolling over 13,000 students. A full time, twelve month, instructor level, tenure track position in the Department of Management with collateral duties as Coordinator of the School of Business Computer Resources is available for July 1, 1992. Duties will invulve teaching and managing computer resources in the School of Business. Teaching requirements will be in information systems at the undergraduate fevel. Coordinator duties will require the management of all school computer resources including faculty and student systems. Position Requirements:

A Master of Business Administration or equivalent with at least one year of full time university level teaching experience and significant applicable experience in managing computer resources are required. Technical expertise in microcomputer systems to include: knowledge and experience in LAN implementation and management; microcomputer hardware support and repair capabilities; and user support and help desk experience is required. Good communications skills and proven leadership ability are required. Experience with Novell, DEC VAXVMS, and USCN is desirable.

The salary is competitive and dependant on qualifications. The position is available july 1, 1992. Screening begins on May 25, 1992.

Apply to: William McCartney, Head, Department of Management, L.B. 8152, Georgia Southern University, Statesboro, GA 30460-8152, 912-681-5216, with a letter of application and a current vita by May 25, 1992. Georgia Southern is a member institution of the University System of Georgia. Applications are especially solicited form women and minorities, Georgia Southern is an Affirmative Action, Equal Opportunity Institution. The names of applicants and nominees, resumes and other general non-evaluative information are subject to public inspection under the Georgia Open Records Act.

NORTH ORANGE COUNTY COMMUNITY COLLEGE DISTRICT

FULLERTON COLLEGE

Head Football and Head Golf Coach Physical Education Instructor

100% First-Year, Tenure Track Contract 50% Coaching Dutles and 50% Physical Instructor Beginning 92-93 Academic Year

Responsibilities: Head cosching assignment will be Football and Golf teams including the organization of practices and games; supervision of personnel, recruitment of student athletes, and administrative duties (fund raising, campus committees, and student activities).

Qualifications: Master's degree in Physical Education, OR Bachelor's degree in Physical Education AND a Master's degree in any life science, dance, physicology, health education, recreation administration, kinesiology or physical therapy, proficient in all phases of coaching football and golf; or the coulted-or.

Application Deadline: June 19, 1992 Application Procedure: Complete application includes: District application form, letter of interest, résumé, unofficial collège transcripts, names of three references. Request application packet from:

Human Resources Office North Grange County Community College District 1000 North Larnor Street Fulletton, CA 92632-1318 Phone: (714) 871-4030; FAX (714) 738-7853

North Orange County Community College District is an Affirmative Action, Equal Opportunity Employer.



NorthWest Arkansas Community College ADMINISTRATIVE & FACULTY POSITIONS

NWACC is a two-year old, publicly-supported, multi-facility college with-out walls. The college serves the Bentonville/Rogers, Arkansas school dis-tricts, two economically strong, vibrant communities situated in a region of lakes, rivers, and scenic beauty at the base of the Ozark Mountains in the northwest corner of Arkansas.

The institution has an ever-growing credit enrollment of 2,000 offering AA and AAS degrees. Important facts about NWACC: Growth in first two years has been 48%; Business/Industry program recently initiated; excellent local support; recently purchased 77 acres for a central complex.

Accepting applications for a Counselor and Respiratory Care (Clinical Coordinator/Instructor); and full-time faculty positions in Computer Science and Sociology/Anthropology. Faculty positions require at least a Master's degree in the subject taught. College reaching experience a plus, but not required. Salary commensurate with established salary schedule, based on academic qualifications and experience.

The Counselor and Clinical Coordinator/Instructor positions have annual contracts beginning 7/1/92; 9-month contracts for faculty begin 8/10/92. To receive an application package, send a letter indicating the position of interest by 5/30/92 to: Coordinator of Personnel Records, NWACC, P. O. Box 1408, Bentonville, AR 72712 or call (501) 636-7202. Begin reviewing applications June 1, 1992. AA/BOE.

plus administrative experience, preferably in ESL higher education, also required. Extensive overseas experience preferred. Competitive salary and benefits, Review of applications will begin June 8, 1992. Send fetter of applications, curriculum viate, and incee letters of reference to James Trolano, Curriculum Coordinator and Associate In-

Foothill-De Anza Community College District

Foothill-De Anza Community College District in the San Francisco Bay area is currently accepting applications for the following faculty and management positions for the 1992-93 academic year: **FACULTY:**

Accounting Instructor. Open until filled. Announcement #92055.

Ari Hislory Instructor. Open until filled. Announcement #92053.

Aviation Instructor. Open until filled. Announcement #92044.

Chemistry Instructor. Open until filled. Announcement #92064.

Child Development Instructor. Open until filled. Announcement #92064.

#92002.
Computer Graphics Applications Instructor. First review date: 58/92
Announcement #92069.
Computer Information Systems Instructor. Open until filled. Announce.

ment #92091. ESL Instructor. Open until filled. Annuuncement #92043 German Instructor. Open until filled. Announcement #92056. Head Baskelball Coach/Instructor. Open until filled. Announ Wusic Instructor, Second review date: 6/1/92. Announcement #92060.
Photography Instructor. Second review date: 6/1/92. Announcement

are Engineering Instructor. First review date: 5/8/92. Announce Teacher, Child Development Center. Open until filled. Announcement

MANAGEMENT: Division Dean, Physical Education. First review date: 6/8/92. Annuance

Vice President for Student Services. First review date: 5/15/92. Ap-Applications and complete job descriptions may be obtained from:

Employment Services
FoothIll-De Anza Community College District
12345 El Monte Road
Los ALtos Hills, CA 94022
(415) 949-6217

A résumé or vita may not be substituted for a completed application AA/EOE.



FACULTY DIVERSITY RECRUITMENT

The Cal Puly faculty diversity program seeks to create a faculty which reflects the ethnic and cultural diversity of California. Cal Poly is establishing a most of qualified individuals, especially wamen, persons of culor, and members of other underrepresented groups, that may be apquinted in either full-time members year transe-track or lecturer positions. Academic mark and solary will be commensurate with the qualifications of the individual. Qualifications: appropriate terminal degree, extense of success or of strong patential for success as a university-level teacher; evidence of ar potential for professional netivity as a scholar, professional, or performing or creative artists.

There is no deadline for applications, but candidates are encouraged to submit applications as soon as possible in order to receive full consideration. Starting date is negatiable, but must start at the beginning of an academic quarter. Applications and manihalious should be addressed to

Robert D. Kooli
Vice President for Academic Affairs
and Scutor Vice President
Faculty Diversity Program
California Polyteclinic State University
San Luis Obispo, CA 93407

Applications will be forwarded to the appropriate academic department. Applicant screening and subsequent actions will be conducted to accordance with established University procedures. Cal Poly is an Equal Opportunity, Affirmative Action Employer

ternational Student Advisor, Keystone Junior College, a private, 2 year liberal ans college located in northeaster Pennsylvania, invites applications for the newly created position of Curriculum Coordinator and Associate international Student Advisor. The successful candidate for this position will assist in the administration, mositoring and assessment of student, faculty and program needs for the Keystone Internative English Program curriculum. Additional responsibilities include individual assacemic and cultural advising, and teaching and research position. Program curriculum. Additional responsibilities include individual assacement and cultural advising, and teaching and research position, with single composition of the curriculum visc and working effectively with single chasses during the summer session. Requirements include a Master's degree in TESL, applied linguistics or related failed, proven experience in curriculum develop-TRSL, applied lingulatics or related field, proven experience in curriculum development and implementation, foreign student counseling, and college-level teaching of ESL composition/literature. This is a one-year position with the possibility of renewal. Please send letter of application addressing exemplary qualifications for the Job, and names, addresses and telephone numbers of three references, by May 22. 1992, to: Mary R. Dower, Human Resources Coordinator, Keystone Junior Collega, P. O. Box 50, La Phirms, Pennsylvania 18440-0200. EOE/MFFH/V.

English/Reading: English/Reading Skills Instructor. Olivet College seeks a person qualified to diagnose reading skills for placement purposes and to develop and teach courses for at-risk students. Tenmonth appointment. Teaching beains August 24, 1992. M.A. preferred, bachelor's degree required in English or education with special joinerst in reading or learning distabilities. Salary: \$23,000; rank of lecturer or instructor. Send a letter of application, risumé, and telephone numbers of three references to: Laura Mass, CALL Program Director, Olivet College is an Equal Opportunity Employer that encourages ap-

firmative Action, Education in Propagation of the Environmental Engineering program at Mosana mental Engineering program at Mosana Tech secks a Ph.D. angineer for a will exhibished and growing program at the B.S. and M.S. Levels. This tenue track pothon are courses in industrial water pulmana to courses in industrial water pulmana courtor, environmental laws and republication, environmental laws and republication, environmental laws and republication of research lending to an M.S. the action of research lending to a M.S. the action of the Mosana Tech is a small but highly republication and mosana university System, Pleas of the Mosana Mosana University System, Pleas of the Mosana Older James, Astronomero Control Co

Library Positions

The Robert W. Van Houten Library at NJIT seeks experienced, innovative and highly ordered information professionals to fill newly created positions:

Director, Technical Information Services Directs all functions and operations of the

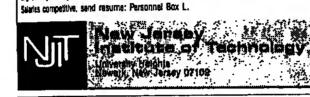
piecies, Technical Information Services Directs all functions and operations of the technical information component of library; responsible for strategic planning, collected development, user italson, facilities design, financial control and staff development. Ability to introduce innovative, responsible, cost-effective services as well as experience in computer-based systems, on-line searching and information marketing high desirable. ALA accredited MLS; undergraduate degree in science or technology; specially superiors in a technical information center; excellent verbal and written appropriate staffs. Public relations experience useful. nions skills. Public relations experience useful.

precior Technical Processing Services Directs all functions in the technical processing component of the library; considered an expert in library automation, acquisitions, ratioging, classification and indexing, and is experienced in use of OCLC, LC LCSH and AACR2. Responsible for operation of the DRA software system, establishing and AACR2. Responsible for operation of the DHA software system, establishing causes standards, strategic planning, financial control and staff development. Ability to benduce innovations for improving user access to library resources as well as experient in cataloging and classification in computer-based systems required. ALA accorded MLS, accelent verbal and written communication skills; supervisory experiences organization.

Related Reference Librarian Performs general reference services including literature Referent interestings and user aducation; implements services including intersture services and analysis and user aducation; implements user lisison program with secuto departments; and develops print and non-print collections. Ability to devise new or improved products and services plus experience in computer-based systems, online searching, and collection evaluation highly desirable. ALA accredited MLS; undergraduate degree in science or technology; excellent verbal and written com-

MIT is the largest comprehensive technological university in the New York/New Jersey are with nearly 7500 students enrolled in baccalaureste through doctoral programs in Newtr College of Engineering, the School of Architecture, the College of Science and Upon Arts, and the School of Industrial Management.

null does not discriminate on the basis of ear, race, color, handicap, religion, national or ethnic



THE UNIVERSITY OF TENNESSEE, KNOXVILLE

Director of **Non-Credit Programs**

Applications and nominations are invited for the position of Director of Non-Credit Programs, The University of Tennessee, Knoxville. concredit Programs. The University of Tennessee, Knoxville. Quilifications: Master's degree required (carned slottorate preferred) and experience in Continuing Higher Education or corporate adult education destrable. Candidates must exhibit experience in budget management, marketing, program development, and staff supervision. Familiarly with a computerized environment necessary. Knowledge of administration in non-credit programming and the ability to interact with a variety of individuals in community, business, and university settings helpful. The successful candidate will have an understanding of and demonstrated commitment to equal employment opportunity and affirmative action.

Responsibilities The director is responsible and held accountable for the but administration and operation of the Department of Non-Credit Programs to include plauning, programming, budgeting of a self-supporting operation, program evaluation, personned functions, policy formation, and liston with University personnel and corporate/industrial representations.

Review of applications will begin May, 1992 and continue until position a filled. Send résumé, letter of application, and three protessional refer-

Dr. Kathy Warden, Chair Scarch Cummittee University of Tennessee University Evening School 451 Communications Building Knoxville, TN 37996-0341

UTK is an EEO/AA/Title IX/Section 504/ADA Employer.

Box 6186, Mississippi State, Mississ 19762, MSU is an AA/EEO Employer. mromental Studiess Western Michigan University seeks applications for a tenure task assistant professor position in environments studies for fall 1992, pending bulgstary approval. Position requires a doctoral degree, or evidence of imminent swad, for environmental stehence or in one of the actions establishment, coupled with experience as a faculty member in an environmental studies program. Candidates should have degonaturated potential for teaching, sholarship and publication in order to assect a leadership role in the growing environmental studies program at the underthy, a Carnegie Classification Decloral Institution, has embarked upon a vigorous attuming, action program and encouprage stimular action program and encourages action program and encourages speciations from women and members of matrix groups who are qualified for this section. Send letter of application, vita, scalegia; insacrints and three letters of recommendation for Larry Oppliers, Chair, Chair,

becta kience: Tenure track, assistant or stacking professor; teach undergraduate from the handsement and graduate (Exercise keloniy activity and grantamanship an expected. Required: Doctorate with title of retearch design and applied statistic Detarted: Paching experience at the march past of greaters before and spoked statistic petrod: Paching experience at the march past of processor. Position of the processor of grantship and published research. Position of the processor of grantship and published research. Position of the processor of the p

39762. MSU is an AACECO Employer.
Financial Aidi Director of Financial Planning. Wingate College's Director of Financial Planning is responsible for managing the financial ususistance policies which affect students. As a part of the Emullment Management Group, the Director is an integral part of admissions, retention, and institutional long-range planning dacisions. The Director also has close contact with students and thoir families, appropriate sate and federal officials, financial institutions, and professional peets. The Director supervises a qualified staff and directs the total financial assistance program of the institution. Winaste College will celebrate its contact in 1995-97. The college is located just east of Charlotte, North Carolina on a 300 acces genuts which serves 1500 liberal. tenoial in 1999.7. The coulege itenoial in 1999.7. The coulege has a solid control of the coulege has a policy of debt. Dec operation and a long record of affordability. Wingate is known for as communent to personal concern for its students, and for the success those students achieve. Wingate College is an AA/EEO Employer. Applications for this position should be received by June 1, 1997. Direct resumes to R. Stephen Poston, Vice President for Entollment Management, Box 3055, Wingate College, Wingate, North Carolina 28174.

Carolina 28174.

Foreign Languages: Department of Humanities and Social Sciences. Language/Area Studies. Fall, 1992 opening for a tenure struck assistant professor to teach and coordinate language instruction including development of a foreign language program focusing on functional language shills in Spanish, French, Italian, German and Japanese. Candidates should have a recent Ph.D. in foreign language/area studies with a specialization in non-Western areas preferred. Candidates should also have a genuine interest in innovative and non-traditional undergraduate education in a new general education studies rurriculum attestical latertisciplinary study and innovate teaching. Heats submit letter of application, cur-

COMPUTING. CONSULTANT

Houck Computing Center at Oberlin College seeks MS-DOS specialist as Academic Computing Consultant. Responsibility for support of MS-DOS labs, testing and assisting Implementation of supported hard- and software, training student conware, training student consultants, preparing docu-mentation, teaching non-credit courses, and credit courses, and consulting with users. Desire 2 years' experience (or equivalent) supporting computing activities with MS-DOS systems, extended and expand ed memory systems, Win dows, and networking software; user experience with VAX/VMS and Macintosh systems; and knowledge of SPSS and other statistical packages. Competitive sala-ry plus attractive benefits. Send letter of application, re-

send letter of application, re-sumé, and salary require-ments to: Kevin Welden-baum, Houck Computing Center, Oberlin College, Oberlin, OH 44074 by June 12, 1992. Late applications considered until position is tilled. AWEOE.

COLLEGE **PLACEMENT COUNSELOR**

Assertive professional needed to organize and supervise college placement office. This counselor is placement office. This counselor is responsible for student/parent college counseling, financial sid, application process for admissions and scholarships and college admission personnel relations. For details on this 12 month position contact Mr. Ronald Rueso at St. Mark's High School, Pike Creek Road, Wilmington, DE 19808; (302) 738-3300.

MODE OF BOOK OF BOOK OF STREET

QUINNIPIAC (COLLEGE

PROGRAM DIRECTOR, RADIOLOGIC SCIENCES

Quinnipiac College is located on an idyllic 160-acre campus in Hamden, Connecticut, convenient to New Haven, Hartford, New York City and Boston. The mission of the college is to provide excellent educational programs in a student-oriented community. Enrollment is increasing and is currently 2,400 full-time undergraduates (primarily residential) and 1,200 in graduate and continuing education.

We are seeking a Director for our bachelor's degree program in Radiologic Sciences. Qualifications include a Master's degree (PhD preferred) and a minimum of four years of experience at the director level at an academic institution. Demonstrated interpersonal skills and current registry are also required.

We offer a salary commensurate with experience and academic qualifications. Starting date is August, 1992. Review of applicants will commence on May 26, 1992 and continue until the position is

For confidential consideration, please send your letter of application, resume and three letters of reference, to: Mr. Ronald Beckett, M.Ed., R.R.T., Chairman, Search Committee, Department of Respiratory Care and Radiologic Sciences, Quinnipiac College, Mount Carmel Avenue, Hamden, CT 06518. We are an equal opportunity/affirmative action employer. Minority candidates are encouraged to apply.

DIRECTOR OF SAFETYANDSECURITY

Quatavus Adolphus College Invites applications for the position of Director of Safety and Security to begin August 1, 1992. Major Responsibilities: managing the personnel and operational activities of the department; working with students, faculty and staff in developing and implementing safety and security programs; and ensuring compilance with college regulations, and state and federal re-

Required: Bachelor's degree or equivalent; 5-8 years' experience in a safety/security or police selling, with evidence of progressive responsibility; strong administrative and interpersonal skills; documented crime prevention experience.

Desirable: Master's degree; familiarity with residential life in a liberal arts college setting; knowledge of environmental and OSHA regulations; supervisory and budgetary experience.

The college community, located in rural southern Minnesota, approximately 70 miles from Minneapoils-St. Paul, is composed of students, faculty, and staff numbering 2,800, The 255-acre campus includes 38 buildings, 19 of which are residences for 1,800 students. To apply, send a letter of interest, résumé, and the names, addresses, and phone numbers of three professional references to:

Dean of Students Office Custavus Adolphus College 800 West College Avenue St. Peter, MN 56082-1498

Applications from women and minorities are strongly encouraged. Review of applications begins May 25, 1992 and will continue until the position is filled. SOSVA

riculum vine, and three letters of reference to Dr. Richard Nigro, Vice President for Academic Affairs, Philadelphia College of Textiles and Sciences, Philadelphia, Pansylvania 19144. Applications reviewed beginning June 8, 1992, until position is filled. An Equal Opportunity, Affirmative Action Institution.

Institution.

Forestry/Research: Research Assistant I. Mississippl Agricultural and Forestry Esperiment Station, Mississippl State University Department of Forestry: Function: To assist scientisis in three physiciopy, thirdulture, and solis research involving both field and laboratory studies. This position is supported by extramural funds, and support past one year is contingent on funding. Responsibilities: Proficient operation of scientific equipment which measure photosynthesis, transpiration, atomatal aperture, plant water potential, and soil moisture. Ability to work with the scientist in interpreting the results of the measurements. Planning new Mudicis, maintaining and collecting data, and summarizing information from existing studies. Analyzation and in-

terpretation of data and, when warrented, serving as co-auditor on publications. Requirements: Backdor of Science and Master of Science degrees in forestry or a closely related field with exterience in one or more of the areas of specialization listed above. Deadline: May 4, 1992, or until a suitable candidate is found. Applications: Submit letter of application, resume, and transcripts, and the names, addresses, and telephone numbers of three references to Dr. Bob L. Kurr, Department of Furstry, Masaslaphy State, Mississippi 39762. MSU is an AABEO Employer.

MSU is an AMBEU Emproyer.

Frenchu Beginning August, 1992. Ph.D. preferred, ABD ar MA considered. Excellent frimes benefits. Salary negotiable, Sand letter of application, segume, and references to Dr. Joseph E. Early, Vice Praident for Academic Affairs, Cumberland Callege, Williamsbare, Kentucky 40769 by July 1.

FDU

DIRECTOR OF CORPORATE AND FOUNDATION RELATIONS

Fairleigh Dickinson University invites applications for the position of Director of Corporate and Foundation Relations. Under the direction of the Vice President for Institutional Advancement, the position directs, the vice tresident for institutional Advancement, the position direct promotes and develops corporate and foundation support of the university's academic and institutional priorities. Responsibilities Include cleveloping relationships between the university and business, industry and private foundations.

Qualifications: Bochelor's degree, advanced degree preferred; proven record of proposal writing and interaction with foundation and corporate giving representatives; thorough understanding of all aspects of fund raising. Prior experience in higher education is preferred. Excellent written, oral and public speaking skills are essential, as is the ability to interact offectively with colleagues, faculty, university and staff. dministraturs, volunteers and staff.

Submit cover letter and resume by May 29 to: Employment Office, I'C-8, Fairleigh Dickinson University, 223 Montross Avenue, Rutherford, NJ

Equal opportunity/affirmative action employer M/F

Geography: One-year appointment bogin-ning September, 1992 at Asalstani Profes-sor level, with strong possibility for subse-quent-neawal in a tenure-track position. Abbity to teach beographic information systems and to manage and expand a geog-raphy computer laboratory a must. Other subjects ore flexible but should fit the de-partment's emphasis on arban and environ-ments a studies. Send letter of argification, cutriculum vine, copies of unuscripts, and three letters of reference to Dr. Carolyn Adiams, Chair, Department of Geography and Urban Studies. Tapple University. Philadelphia, Pennsylvania 19122. Temple University is an Equal Oppostually Sm-ployer; we encourage women and infor-ities to apply.

German/French: Faculty. Assistant Professor of German (specialization other than Twentesh Century), Ph.D. required. Neurnative frency. Ability to teach French, or Spanish required. Only those with demonstrated ability to teach French or Spanish need apply. Undergraduate level; tenure-

nry faculty position available August.

1992. A permanent position will be advertised for the following year. Responsibilities will primarily involve teaching Fundamentals of Geognaph, but profer candidate who could also teach a course on Africa. Doctorate preference, Master's required. Salary is commensurate with qualifications and experience. Will begin reviewing applications June 1, 1992. Submit retunge, three reference letters, transcricts, and tester of applications into Personnel Services, Northeastern State University, Tablequah, Oklahoma 74464, AAFOE.

Health Education: Instructor/Assistant Pro-fessor in Health Education. One-year tem-porary appointment available; if funded, may become on-going position. For more information, contact Department of Health, Physical Education and Recrea-tion, Utah State University, Logan, Utah 84522-7000; (801) 750-1498. USU is an AA EOR.

Health Services/Research: Faculty Position
Health Services Researcher, Ph.D. Tenure-truck nosition in a medical school Department of Family and Community Medicine, Assistant or Associate Professor, Interest in clinical outcome or epidemiological primary care health services research
proferred, Major responsibility is to develop and conduct health services research.
Send curriculum vitae, career incrents,
and salary expectations to: Geoffrey Coldsmith, M.D., M.P.H.: Professor and Chairmant, Department of Family and Community Medicines: University of Arkansas, or
Medical Sciences; 4001 West Marknam
Street, Stot #530; Little Rock, Arkansas



Positions in Student Affairs

Directors with additional responsibilities in Student Affairs.



DIRECTOR OF RESIDENCE LIFE **Southwest Texas State University**

Southwest Texas State University Invites applications and nominations for the position of Director of Residence Life. Southwest Texas is a comprehensive university of 22,000 students offering bachelor's and master's degrees with 5,000 of these students housed in 21 residence halls. The university is leavested to the students housed in 21 residence halls. The university is located in the scenic Texas Hill Country at the headwaters of the San Marcos River in the community of San Marcos between Austin and

DUTIES AND RESPONSIBILITIES

Ditties AND RESPONSIBILITIES

The Director of Residence Life reports to the Dean of Students and provides administrative supervision for all Residence Life facilities, personnel, and services. The Director is responsible for the supervision of Residence Life central oifice personnel, area coordinators, residence hall directors, and resident assistants. As the Director of Residence Life, she'he shares responsibility for supervision of food service and hall custodial operations. She'he is responsible for professional and student staff development, residence hall facility operations, room assignments and reservations, enrichment of hall community life through organized programs of student activities, enhancement of academic learning environments for all halls, and training programs for professional and student staff. As Director, she'he must interact on a regular basis with students and parents. She'he is responsible for personnel assignments, policy review and information, coordination with other university offices and departments, and annual and long-range budgetary planning. The Director maintains an efficient department operation consistent with university policy and guidelines.

QUALIFICATIONS

QUALIFICATIONS

The successful candidate will have experience and knowledge in the full range of residence life functions. A master's degree is required in student personnel, management, business administration, or a closely related field. A minimum of five years' experience in higher education/housing/student affairs/facilities management at the director/assistant director level or above is preferred. Must possess management skills in budgeting and personnel management. Position requires the ability to work under pressure and to deal effectively with students, patents, faculty and staff, alumni, and friends of the university.

Submit a letter of application and résumé, together with a one-page statement on the candidate's philosophy of residence life to Dr. John Garrison, Dean of Students, Southwest Texas State University, 601 University Dr., San Marcos, TX 78666; Phone (512) 245-2124. Review of applications will begin june 15 and will continue until the position is filter.

SWI is an AA/EEO Employer

Head of Book Publications Modern Language Association

The association is seeking a head of MLA book publications who, under the direction of the executive director, is responsible for the substantive development and the review process for books published by the association and for ensuring the quality of those books. The head works closely with committees of MLA members.

Qualified candidates will have advanced dogress in modern contained candates will have advanced degrees in modern fanguage or literature studies and a sophisticated understanding of current developments in the field. They should be published scholars. They should also have the ability to work well with MLA members and at levels of the MLA stall, a strong interest in intellectual and professional issues affecting the modern languages and the humanities, and imagination and vision. Experience in print or electronic publishing at a university press or a scholarly journal would be helpful.

Satary is commensurate with experience. Send tetter of applica-tion, curriculum vitae or rosume, and the names of three refer-ercos by 26 June to Regina M. Vorbock, MLA, 10 Astor Place, New York, NY 10003-598 1.

distory. I sto antiquity/nucdieval. The De-portment of History. St. Louis University ceks applicants for a tomure-track appoint-neut on the Assistant Professor level. This writion would begin August 1, 1992. Re-lew of applications will begin time 1, 1992. It a suitable candidate is not found by Au-ust 1, a one-year Visiting Professor will be epointed and the dendline for the search will be extended until November 1 for an appointenent to beain academic year 1993-994. Applications, curriculum wine, and upporting materials should be sent to Don-ild T. Critchlaw, History, St. Louis, Uni-ersity, St. Louis, Missoure 63103. St. Louis Is an AA/EOE employer and encourages applications from women and minorities.

Istory: Lecturer, American History. Isloy Lecturer, American History. Islower of teaching billiy required, provided in American History. Evidence of teaching billiy required, prior teaching experience referred, in area of specialization. One-rear appointment, 9 hours, 2 preparer sequester. Send a lotter of application with 4 sume, credentials and three letters of reciprocent of the provided in t

ne seconi field. Ability to teach U.S. sur-vey courses. Earned doctorate required. Application deadline June 1, 1992. Dr. Lewis House, History Department, South-ern Connecticut State University, New Ha-vea, Coonocitut 05515. AA/IOE. Women and Minocities encouraged to apply.

The LELA is an equal opportunity employs

Hotel/Restaurant Managements University of Houston. Associate Dean for Graduate Studies and Research, Courad N. Hillion College of Hotel and Restaurant Management, 12-month position. Dulles include teaching, research and administration. Fh. D. required, Sulary commensurate with qualifications. Search will remain open until the position is filled. Send curriculum vitae to Dr. Joseph J. Chech, Dean, College of Hotel and Restaurant Management. John of Hotel and Restaurant Management, University of Houston, Houston, Teans 77294-1902. The University of Houston is a com-mitted equal opportunity employer, affirm-ative action institution.

Human Resources/Affirmative Actions Director, Human Rosources/Affirmative Action Officer needed for Collego of the Redwoods on the beautiful Northern California Const. 551,396-562,650, Excellent beneits package. For required application materials rospicate Persounce Department, 7351 Tompkins Hill Road, Burcks, California 95501; 707-445-6850, All application materials must be received by 5:00 p.m. on May 29, 1992. EOIL.

riah must be received by 5:00 p.m. on May 29, 1992. EOR.

English as a Second Language Alterature: The University of Papus New Onines Copolics Teachers College. Lecturer/Senior Lecturer in Language and Litenture. Applicants must possess a higher degree in ESL Language Training, or English with ESL experience. Applicants should also demonstrate a good record of publications, an interest in literature, literacy, curriculum design and/or third world development through education. Teaching experience in thirdideveloping world at both secondary and tertiary level an advantage. The suc-

DIRECTOR

Presidential Search Consultation Service

Association of Governing Boards

The Association of Governing Boards of Universities and Colleges is a non-profit association which provides services to the governing boards of its member institutions. Among the services affered by AGB is assistance in searches for campus presidents and other CEO's.

AGB seeks a Director for its Presidential Search Consultation Service (PSCS). The individual sought should:

- Possess good knowledge of academic governance and the presidency of colleges and universities.

 Possess the skills and style of a consultant.

 Be willing to reside in Washington, DC and to travel extensively.

 Be a person who will take considerable initiative in identifying client institutions and in presenting the services of PSCS.

Preference will be given to persons who have served as a campus CEO or in a top-level administrative position which has been closely supportive of

Nominations and applications should be sent to Richard T. Ingram, President AGB

One Dupont Circle Suite 400 Washington, DC 20036

Review of applications will continue until the Associate Director is named, but will begin in earnest on July 15, 1992.

AGB is an AA/EEO employer.



ADMISSIONS

Admissions: Elizabethiown College invites applications for an Admissions Counselor. The Illie, however, will depend on experience and qualifications. Candidates with admissions or related experience will be given preference, but entry level candidates will be considered.

The position involves all aspects of the admissions operation including representing the College at high school visits, college fairs, interviewing candidates, evaluating applications, maintaining liaison with prospective students and secondary school counselors, and involvement in special on-campus visitation programs. Considerable travel will take place during certain times of the year.

Qualifications include minimum of a bachelor's degree, preferably from a liberal arts college; high energy level; good sense of humor good speaking skills; and strong inter-personal and organizational skills.

Yo apply, please send leller of application, résumé, three current let-ters of reference and transcript to:

Martha A Farver-Apgar Director of Personnel Elizabethtown College One Alpha Drive Elizabethtown, PA 17022

Deadline for Initial screening of applications: June 12, 1992. ANEO



COORDINATOR OF ACCESS SERVICES ASSISTANT PROFESSOR

Coordinator of Access Services and Assistant Professor, Responsible for coordination supervision of circulation, interibrary loan, current periodicals, reserves, stack maintenance (including off-site storage). Forsible reference desk and other dudes. Requirements. Alt-accediced MIst Julis 10 semester hours of graduate credin minimum four years' professional library experience, preferably in Access Services and Reference; successful experience supervising one or more service areas; demonstrated communications skills. Preferred: Second Muster's degree or doctorae. Searing date: August 24, 1992. Starting salary, \$38,877-\$54,704 for academic year and summer, increasing to \$40,821-\$57,439 in February 1993. Liberal fringe benefits. Submit letter of application, curriculum vitae, and names, addresses and telephone numbers of three professional references to: Roger W. Fromm. Chatperson, Search and Screen Committee, Harvey A. Andruss Library, Bloomsburg, Pa. 17815. Applications will be reviewed beginning July 6 and continue unit position is filled. Bloomsburg University is an Affirmative Action, Equal Opportunity Employer. Blacks, Hispanics, women and all other protected class members are especially encouraged to apply.

ceaseful applicant will assist in design and teaching of both larguage skills and English majors courses for traines accoordary teachers as well as in-service courses for acceptanced teachers and will supervise student teaching sessions in the PNG high school system which may require extended waspects from campus. Salary range currecults: Lacturer & 2,185-3, plus biols. Senior Lecturer & 2,125-3-520 (182abio). (PNG Kina u.U.S. 31,35), plus 12% prautulty taxed at 258. Records lacture in the respective fields, figure other courses in their specialty. Screening will begin May 20, 1992. Please send curriculum vitae, letters from reference under a 128. Records lacture in the respective fields of the respective fields, figure other courses in their specialty. Screening will begin May 20, 1992. Please send curriculum vitae, letters from reference and indicate in the respective fields. (PNG Kina u.U.S. 31,35), plus 26% prautulty taxed at 128. Records lactured in the specimen of written work farticle or chapter from dissertation) to Lawrence Lordon and financial controllers are encouraged to apply. The University of Iowa Lordon, Equal Opportunity Employed and promise close June 19, 1992.

History: The University of Iowa expects to the respective fields, financial for the specimen of written work farticle or chapter from dissertation) to Lawrence Lordon and intenties are encouraged to apply. The University of Iowa Lordon, Equal Opportunity Employed the Control of the Control o

History: The University of lows expects to make three or four temporary, junior ap-pointments for 1992-93; (1) a Modern Euro-peaniss, preferably with Prench specialty;

Industrial Education/Technology, Industrial Education and Technology, Chair, Morehead State University invites applications and nominations for a twelve-tooth tenure-linck position as Chair of the Department of Industrial Education and Technology beginning Aducati, 1, 1992. Responsibilities; provides administrative leaderable for

LIBRARY & LEARNING RESOURCES

DIRECTOR OF

Community College of Philadelphia, one of the nation's leading urban community colleges, seeks a highly qualified and experienced administrator to assume responsibility for the Library and audio/visual services. The Director will report to the Vice President for Academic Affairs. Specific duffes will include planning, budgeting, supervision of personnel and implementing the vision of technologically up-to-date library and media services for both on- and off-campus students.

QUALIFICATIONS: MLS from an ALA accredited Institution, managerial experience in an academic institution, managerial experience in an academic library and/or information systems setting, and demonstrated ability to work effectively with faculty staff and students. The successful candidate will have experience in all aspects of the management of an academic library, including knowledge of automated library systems.

Community College of Philadelphia is located on a modern, downtown campus and enrolls more than 16,000 FTE students annually in transfer and cereer programs. The library collection, housed in a renovated US Mint building, consists of approximately 100,000 volumes and 375 subscriptions supported by a staff of 10 professionals and 18 support staff.

This is a 12-month position with competitive salary and frings be 12-month position with competitive safary and fringe benefits, available August 1, 1992. Apply by sending letter and resume, including salary history and the names of 3 references by May 28, 1992 to: Personnel Office (kc), COMMUNITY COLLEGE OF PHILADELPHIA, 1700 Spring Garden St., Philadelphia, PA 19130. As an affirmative action, and construction to the context of the equal opportunity employer, CCP eagerly encourages applications from women and minority candidates.



DIVISION OF STUDENT AFFAIRS FLORIDA STATE UNIVERSITY

Director, Career Development Services

RESPONSIBILITIES

The Director, Career Development Services (The Career Center), is responsible for a comprehensive University-wide career services program with overall responsibility for planning, organizing, developing, administering and budgeting career related programs and delivery systems.

The Career Center's mission includes career advisement and employment services, preservice training and instructional support, research on state-of-the-art career programs, and dissemination of information about exemplary career intervention practices.

QUALIFICATIONS

Master's degree in an appropriate area of specialization and six years' directly related professional work experience; or a bachelor's degree in an appropriate area of specialization and R years' directly related professional work experience. A Ph.D. or Ed.D. Degree is preferred.

SALARY (\$35,921-\$64,700)—Salary commensurate with education and experience APPLICATION DEADLINE Applications must be received by May 28, 1992. To apply send a cover letter and new copies of your resume, and three letters of reference to:

PERSONNEL RELATIONS
FLORIDA STATE UNIVERSITY
216 WILLIAM JOHNSON BLDG. R-49
TALLAHASSEE, FLORIDA 32306-1001

FLORIDA STATE UNIVERSITY IS AN AFFIRMATIVE ACTION.
EEO EMPLOYER

master's, baccalaureste and associate degrees; manages budget; schedules classes;
recruits faculty; evaluates faculty and staff;
advises and teaches graduate and undergraduate students; and works effectively
with other departments and colleges of the
University. Qualifications: Deciorate in
one of the disciplines of the department.
Minimum of five years' teaching expericace. Strong evidence of university administrative, managerial and teaching ability.
Submit letter of application, resumd and
references no later then June 12, 1992, to:
Office of Personnel Services, Attention:
CHAIR.IET., Morchead State University,
HM 101, Moethead, Kemucky 40351.
MSU is an EU/AA employer.

MSU is an EO/AA employer.

Industrial Hygiene: Industrial Hygienist—Faculty Position. The University of North Alabams ammunees the availability of a tenure-track position in the Department of Chemistry and Industrial Hygiene beginning August 24, 1992. Pb.D. required with rank and salary commensurate with experience. The successful candidate must direct a bacealaurent degree program to Industrial bygiene, poasess a strong commitment to excellence in undergraduate teaching, demonstrate research competency to qualify as director of the Occupational and Environmental Health Laboratory, and have the expertise to serve as university safety officer. The position will remain open until filled. Minority candidates are encouraged to apply. Submit a fetter of application accompanied by a detailed via (including transcripts) and the names, addresses, and telephone numbers of three reforences to Mr. Robert S. Steen, Director of Human Resources and Affirmative Action, Box Sot3, University of North Alabams, Florence, Alabama 35632-0001, An Equal Opportunity Employer.

Institutional Research/Fhances Budget Anstalant and the steel of the property institutional Research/Fhances Budget Anstalant and the steel of the property institutional Research/Fhances Budget Anstalant and the steel of t

land-arunt university ranked in the too 100 research universities. In the country, is seeking a fluidget Analyst in the Department of Insiluttional Research. This recently created position reports directly to the Director of Institutional Research and is responsible for applying the principles of statistics and accounting to analyze past and present fluinced appearations of the University and assemble peer data for comparation and accounted reports for the University and Board of Trustees, analysis of Mississippi university budgets, and other projects as asslaned. The successful candidate will possess, as a strimmum, a backer of segree in math, statistics, or business. date will possess, as a minimum, a pacter lor's degree in math, statistics, or business, and two years of relevant, related experience. Proference will be given to candidates with relevant experience in a coding university setting, knowledge of fund excounting, academic procedures, operations and maintenance procedures, research, and land-grant operations. Candidates must demonstrate oral and written common nications skills, and an ability to work in a team environment as well as independently. Salary will be commensurate with background and experience of the successful examination of the successful examination of the successful examination of the successful relevance, salary history and pannes of here professional references so: Dr. R. D. Lepperry, Office of Institutional Research, Drawer EY, Mississippi State University of an AMED Mississippi State University of an AMED Employer. Applications from women and minorities are encouraged.

Interior Designi Full-time, temer-track po-sition in interior design beginning ful 1993 at Converse College, Sparinaburs, South Carolina. Position is at the assistant out-sociate professor level, depending quality deatlons, Salery commensurate with exper rience. Master's degree to Interior Design

UNIVERSITY COUNSEL

RULLETIN BOARD: Positions available

Lincoln University of Pennsylvania

Applications and nominations are invited for the position of University of the Communived System of the Communived System of the Education, one of the four state-related institutions of Pennsylight With an earoliment of over 1,400 stradents, a full-time faculty of 55, and a workface of over 400. Lincoin University is one of the country of distinguished small liberal aris institutions and the oldest of the bistorically Black colleges and universities.

istaricity Black colleges and universities.

As the University's chief in-house legal affairs officer, the University Consel reports directly to the President and mouls with the President's Coursel reports directly to the President and incuts with the President's Excuive Officers group, advising the Prosident on a logal course of Excuive Officers group, advising the Prosident on a logal course of Excuive Stitlers the University when faced with logal options. The University Coursel is also responsible for providing the legal services required in all substantive areas of law affecting the University. Including, but not limited to labor and employment law, terion, corporate and non-profit law, intellectual property, governges and commercial contracts.

Characteristic duties would include the following:

Characteristic dation would include into following:

• Planning, managing, coordinating, oversaeing, and implementing the University's legal strategies;

• Working with outside legal counsel when necessory;

• Providing the University administration with litigation support, legal advice, and preparelion and execution of legal

gring as head or member of the University's negotiating is the in in initial contract negotiations; Representing the University in courts of law, conducting law selfs and/or formulating and providing defense.

puls and/or formulating and providing defense.

Quilibrations include an L. B. or J. D. from an accredited law school, and the second s

The position is available as of July 1, 1992. All luquiries should be

Mr. Jerry L. Isanc Assistant to the Prusident Lincoln University Lincoln University, PA 10352

ADMISSIONS POSITIONS

Fortham University invites applications for possible openings inhelindergraduate Admissions Offices at both its Rose Hill and Locoln Center campuses. These positions might range from entry level admissions counselors (no experience inquisity) to an assistant director (2-3 years admissions asserted) in an assistant director (6-8 years admissions asserted) in an associate director (6-8 years admissions asserted) in an associate director (6-8 years admissions asserted). epirence) to an assistant of rector (2-3 years admissions experence) to an associate director (5-8 years admissions experence). All positions require excellent speaking, writing and equivational skills. Candidates must possess a valid driver's large and be willing to travel and work long hours. Although all chief and an adverse of humor is helpful. A minimum of abacter's degree is required.

resesend resume by June 1 to: William DiBrienza, Director of Admissions Dealy Hall - 115



has upportunity Emplayer.

In the Descot, Center for Civil to the Birth, Notre Dame Law and the Birth, Notre Dame Law and the Control to the Birth, Notre Dame as the Control to the Contr

ment, selection, and counseling of graduate law students. representing the Center for the College's interior design profile. According to College's interior design profile. The college's coll

center for Civil and Human Rights. Notre banks pecklists knowledge of the common political economy, are standard political economy, are standard reputation to teaching and the preparation to electrical and the preparation of teaching and the preparation of teaching and the preparation of teaching and the preparation of the properation of the properation

Learning Disabilities: Learning Specialist. Duties: Evaluates, interprets and diagnoses students' intellectual academic and behavioral functioning, learning disabilities, and learning problems. Counsels and advises students regarding kearning problems, learning disabilities, and behavioral problems. Researches topics related to learning

CAPITAL **CAMPAIGN**

National fund-raising consult-ing firm located in Washing-ton, D.C. area seeks residen campaign managers. Successful major gift experience required. Excellent verbal, written, interpersonal skills a must Send résumé including specif ic campaign experience and accomplishments, along with

MANAGERS

Jennifer Dublin Management Services KERSEY & ASSOCIATES 4350 East-West Highway Suite 1000 Bethesda, MD 20814

These positions are available July 1, 1992. Responsibilities as Hall Director include the administration of a residence hall and staff supervision. In addition, each Hall Director will serve in one of the following capacities: Director of

Carthage

Director of Residence Life, These are twelve month positions and require living in an apartment provided in the hall. Qualifications: B.A./B.S. required and experience in Student Affairs preferred. alary requirements, to:

No calls, please.

Located on the shore of Lake Michigan midway between Chicago and Milwaukee, Carthage offers quick urban access from the relaxed environment of a small city. Predominantly Midwesterners, students come from more than twenty states and seven foreign countries. Founded in 1847, Carthage is committed to its association with the Evangelical Lutheran Church in America.

The Office of the Dean of Students at Carthage has three openings for Hall

Student Activities, Assistant Director of Student Activities or Assistant

Application deadline: May 29, 1992

Send letter of application, resumé, and the names of three references to:

Kurt Piepenburg, Dean of Students Carrhage College, Kenosha, WI 53140-1994

DIRECTOR OF ADMISSIONS AND FINANCIAL AID

North Central College seeks an energetic and experienced leader to develop and manage the recruitment and admission of undergraduate students. Founded in 1861, North Central is a comprehensive liberal arts college serving 1300 traditional-age, full-time undergraduales (850 libe on campus), as well as 800 part-time evening and weekend students. Located in a high-tech, high-growth subush 30 miles west of Chicago's Loop, the College's Fall 1991 freshman class was the largest in its history (344), with an average ACT of 25,

Reporting to the Vice President for Enrollment Management and Student Alfairs, the Director will be the supervisor of all staff members in the Office of Admission and Financial Aid.

The successful candidate will be a person with at least a Bachelor's degree and preferably a Master's degree, 3-5 years' experience in higher education with some administrative experience, and a thorough understanding of and commitment to the educational values of a college like North Central. The screening of applicants will begin May 25, with the expectation that the successful applicant will start by July 1, 1992. Send letter of application and

Professor Howard Mueller Cheir, Admission Seerch Committee North Central College 30 North Brainard Stroet P. O. Box 3063 Naperville, IL 60566-7063

North Central College to an Affirmative Action, Equal Opportunity Employe



Library

Chesapeake College is seeking a bright, highly mo-tivated person to provide evening reference assis-tance to students, staff, faculty and community pa-

READERS' SERVICES LIBRARIAN: Required: MLS from an ALA-accredited achool. Dastred: Energetic, self-motivated individual with experience working with the public; good interpersonal skills, teaching experience and online database searching skills. Hours: Monday-Thursday, 9:45 a.m. to 7:00 p.m.; full time, twelve months. Salary: \$29.804 to \$46,236 with a starting salary not to exceed \$38,039, subject to final budget approval, dependent upon qualifications and experience. Position is available July 1, 1992. Liberal iringe benefits.

Submit letter of interest and resume, stating position applying for, post-marked by May 28, 1992 to: Mrs. Shilay C. Patchett, Parsonnel Depart-ment, Chesapeake College, P. O. Box 8, Wye Mills, Maryland 21679. Howev-er, position will remain open until filled.

Female and minority applicants are encouraged to apply.

An AA/EOE employer.

disabilities. Consults with instructors regarding learning disabilities. Conducts workshops for students, faculty and staff pertaining to learning disabilities. Requirements: Ph.D. or Ph.D. candidate who has completed all course work in Psychology with emphasis in learning disabilities. One year of experience in diagnoses and treatment of terrolog disabilities. Salary: \$31,600. Send résumes to Job Service, Job Order # 1807789, P. O. Box 1339, Provo. Utah 84033.

Utah 84603.

Library: Librarian. Responsible for business and financial operations, fund rulsing development of academic credibility and scholarly reputation, oversight of castloging and indexing operations, supervision of paid staff, making recommendations on the party through public appearances, complicing written reports, drafting proposals for library policies and procedures, participating in professional activities, and written materials for referred and man-referred journals. Minimum qualifications included MLS and related apprehence; also desired are a demonstrated record of scholarly publication, experience in securing funding srunts for non-profit organizations; and profession in the profession of the professional computation of the professional computers and library software. The Kalmbach

Memorial Library is a private, non-profit library devoted to rallboad technical history and model rallroading, located in Chattonoga, Tennessee. This position will be the senior administrative post to the Library, supervising a staff of three. Subject knowledge in the field is advantageous, but not necessary. The salary range is to \$30,000, commensurate with experience. Submit letter and resumb to: W. T. Becker, Staff and Records Department Head, P. O. Box 8680, University Staffton, Knoxville, Tennessee 37996. The position will begin no later than 1 September 1992.

lister than 1 September 1992.

Library: University Engineering Librarian. The University of Notice Dame, seeks an individual with a unique combination of abilities to fill this department head level position. The successful candidate will possess; a strong background in engineering: familiarity with computers and online searching; and enthose and online searching; and enthose in the searching and analous focused branch library strongard. Responsibilities include: administration of two branch libraries Engineering and Architecture); collection development; program design; parun communications; ongram design; parun communications; online searching; reference; library instruction; and participation in divisional and library-wide; planning. Qualifications:
graduate degree in Library Science from an

EOE/Women and Minorities are especially encouraged to apply

Director of College Relations Valdosta State College University System of Georgia

Valdosia State College, a Senior College in the University System of Georgia, seeks an experienced public relations professional to lead a comprehensive communications program with the College's key constituencies. The College has been targeted by the Board of Regents for elevation to Regional University status July 1, 1992, and the appointed will join a newly organized team of advancement professionals responsible for supporting the institution as it takes a leadership role in providing university services to South Georgia. The College has an exceptionally beautiful 168-acre campus: employs 315 full-time faculty; and enrolls more than 7500 undergraduate and graduate students in its Schools of the Arts, Arts and Sciences. Business Administration, Education, and Nursing.

Minimum qualifications for the position are a bachelor's degree and five years of progressively responsible work in the field of public relations. The successful candidate will have strongwriting, speaking, and managerial skills. The ability to work well with others is essential in providing support to the President, Vice Presidents, Deans, and Department Heads. A graduate degree, experience in the news media, and accredited membership in the Public Relations Society of America are prefetted.

Salary and fringe benefits are quite competitive. The College seeks and encourages applications from minorities and women. Interested persons should submit a letter of application, a resume, and the names, addresses, and telephone numbers of five references by June 3, 1992 to:

David T. Shufflebarger Assistant to the President for Institutional Advancement Valdosta State College Valdosta, QA 31698

An Affirmative Action, Equal Opportunity Employer

Emrioyer.

Librarya Reference/Bibliographer, Business and Social Sciences, Assistani/Associate Professor, tenure track, calendar year position. Under the Immediate supervision of the Head of the Reference Unit, provide reference acreacy, the supervision of the Head of the Reference Unit, provide reference acreacy and the state of the Reference Unit, provide for collection development in assisted subject areas and fulfillment of faculty responsibilities including research and service. Required: ALA-accredited MLS or equivalent degree mindmum of years of acredence retreaters library experience. Preferred: additional subtect master's degree, ability to communicate effectively in written and spoken English; familiarity with business reference sources; computer skills including on-line data base searching: bibliographic instruction experience; modern forcian language; excellent interpressonal skills. Including domostarted shilly to work effectively with faculty, staff, and students and staff y commensurate with qualifications and experience. At the Astochete Professor level, the capitalete must have a demonstrated record of publication and service sard saven years of professional library experience. Position will templa open until Blied; applications will be reviewed beginning July 15, 1992. Submit letter of application, résume, and names of three reforences to: Daylid C. Masilyn, Scarch. Committee Entire, Position, 11 dand 0281. An Affirmative Action, Equal Opertunity Employer.

Library: Indiana University Libraries—

ibrary: Indiana University Libraries— Bloomington, Indiana, Assistant Librarien, Associate Librarien or Librarien Head, Heatih, Physical Education and Recreation

ALA accredited program; degree in or extensive knowledge of the literature and terminology of engineering; commitment to developing service-oriented branch inharites; capterienco using electronic information needs and novide appropriate collections and services. Under general discussional communications skills are required. Previous supervisory experience desarable. Profition Information: misiagum salary 329,000. Excellent benefits package. Apollection Information: in singum salary 329,000. Excellent benefits package. Apollection Information: of application and names, addicesses and apone numbers of three references to: Sharon Veith, Human Resources Representative, University of Notre Dame Libraries, Notre Dame, Indiana 463-5. Applications will be accepted until the position is filled. The University of Notre Dame is an Esual Opportunity, Affirmative Action Employer.

Uthrapy Reference/Bibliographer, Business and Social Sciences, Aesistani/Associats Professor, tenure track, calendar year position. Under the immediate supervision of the Head of the Reference Unit, provide reference service, bibliographic instruction, and desabase scapching. Responsible for collection development, evaluation, and services of the Head of the Reference Unit, provide reference service, bibliographic instruction, and desabase scapching. Responsible for collection development in assisted subject atleas and fulfillment of faculty responsibility to communicate logically instruction, and desabase scapching. Responsible for collection development in assisted subject atleas and fulfillment of faculty responsibility to communicate logically considerable and service. Required: ALA-accredited MLS or equivalent degrees inflaminatory aparts of conditions and for additive, and responsibility to profit acceptable to the profit of the profit in beatth, physical education, recreation, or a related field desired. Ability to meet responsibilities and requirements of tenure-track appointment. Sulary dependent upon qualifications and experience. Minimum: Assistant Librarian, \$25,175; Associate Librarian, \$73,825; Librarian, \$7,675, Conditions and Benefits: Librarians shold tentifications, expected to the support of the sular of the su







Choate Rosemary Hall

Director of Campus Computer Services

Choate Rosemary Hall Invites applications and nomina-tions for the Director of Campus Computer Services, an administrative position responsible for overall administrative computing, academic computing, and campus networking in support of school programs.

Choate Rosemary Hall is a coeducational independent secondary school of 1,000 students—800 boarders, 200 day students—and 300 employees, 120 of whom are teaching faculty. The school's 400-acre campus is lucated in Wallingford, Conn. The current endowment is \$72 million and the operating budget is \$28 million. Financial aid exceeds \$3.4 million.

The successful candidate will have demonstrated leader-ship ability, a minimum of three to five years of effective supervisory experience in a computer environment or equivalent, preferably in an educational or other nonprofit setting: ability to design and implement strategy for use of computer technology on campus, including appropriate operation and security of all computer hardware, software, and database administration and management of available financial and human resources. Excellent interpersonal, oral and written communication skills essential. A bachelor's or advanced degree in a computer-related field is required. Salary is competitive and the position includes housing and a broad list of perquisites.

Review of applications will begin May 27, 1992 and will continue until the position is filled. The preferred starting date for this position is July 1, 1992.

Nominations and applications should be addressed to: DCCS Search Committee, c/o G. Edmondson Maddox, Choate Rosemary Hall, P.O. Box 788, Wallingford, CT 06492.

Choste Resembly Holl is an equal opportunity employer and ancourages nominations of, and expressions of interest from minority and female candidates

Binghamton

STATE UNIVERSITY OF NEW YORK

The COMMUNITY DIRECTOR supervises 7 Resident Assistants in an apartment complex and reports to the Coordinator for Graduate & Hayes Communities. The Community Director is responsible for maintaining inventories, key records and billing reports. He/she serves as a resource person for area student government. Responsible for the coordination of summer school/confinence housing. Participate in weakend and vacation duty for the campus. Qualifications: Master's Degree in College Student Personnel Administration or a related field and strong administrative skills. This is a 12-month, live-in position with a salary of \$22,500.

The ASSISTANT COORDINATOR FOR STUDENT DEVELOPMENT exercises als The ASSISTANT COORDINATOR FOR STUDENT DEVELOPMENT exercises significant autonomy between several diverse, yet related responsibilities. He/she works closering with the Coordinator and Foculty Master in establishing area goels and works to reade area wide programs and systems to support the living-tearning philosophy through on-going work with the Resident Directors. Resident Assistants and area student government. Close interaction with staff, students, and University faculty is important as the Assistant Coordinator serves as a resource person for area staff and students. Facilities management through Inventory control, working with maintenance personnel, and traplamentation of damage billings comprise additional primary responsibilities of this position. Other specific responsibilities include: assisting the Coordinator of Judicial Allairs in the selection, training and actisting of student judicial board members, managing college/community lactities, thing and supervising student workers, and creating various publications. Qualifications in Master's Degree in College Student Personnel Administration or a related field and strong administrative skills. An understanding of student development theory and the ability to apply those skills will be critical. In addition, who must have experience in a residential setting or other area where activities programming and/or advising is emphasized. This is a 12-month, live-out position with a selary of \$22,500.

Interested applicants for either position should submit a latter of application, resumé, and three latters of recommendation to: S. Regins Sargent, Director for Student and Stati Development, Office of Residential Life, State University of New York at Binghamton, P. O. Box 6000, Binghamton, New York 13902-6000. Application deadline is June 1, 1992.

The State University of New York at Binghanton is strongly committed to affirmative action. Recruitment conducted without regard to race, color, sex, religion, age, disability, marital status, sexual orientation of mational origin.

Library: Public Services Chair. Manages public services (reference, circulation, reserve/inedia, stacks, copy ceater, and il LL) with Birarians, bibliagraphers, and reasterve/inedia, stacks, copy ceater, and il LL) with Birarians, bibliagraphers, and reasterve of the library management team and is accomplished to establish Latin Americal Constitution of the library management regular and is accomplished to establish Latin American Collections. Supervises a 12 ETE. Base

library: Head, Lalin American Collection and Latin American Bibliographer, George A. Smathers Libraries, University of Florida. Responsibilities: administers, coordinates and provides leadership for the Latin American Collection (LAC). Acts as chief inition between Libraries and Center for Lalin American Studies. Determinea needs, profetiles, plans and strategies to enhance LAC support of the humarities and social sciences research and instructional

with a stuff of 25 FTE. Serven as a member of the library management resum and is actively involved in planning and policy making. Qualifications: ALA secretified MLS. Minimum of four years of supervisory experience in public services, Strong menagement, analytical, planning and problem-tolving skills. Superior interpersonal communication and writing abilities, combined with fierability and initialive. Knowledge of innovative interfaces integrated library system software and microcomputer apolications highly desirable. Salary and Besefus: \$40,000+, depending on qualifications, highly desirable. Salary and Besefus: \$40,000+, depending on qualifications, highly desirable. Salary and Besefus: \$40,000+, depending on qualifications, highly desirable. Salary and Besefus: \$40,000+, depending on qualifications, highly desirable. Salary and Besefus: \$40,000+, depending on qualifications, highly desirable. Salary and Besefus: \$40,000+, depending on qualifications, highly desirable. Salary and Besefus: \$40,000+, depending on qualifications, highly desirable. Salary and Besefus: \$40,000+, depending on qualifications, highly desirable. Salary and Besefus: \$40,000+, depending on qualifications, highly desirable. Salary and Besefus: \$40,000+, depending on qualifications, highly desirable. Salary and Besefus: \$40,000+, depending on qualifications, highly desirable. Salary and Besefus: \$40,000+, depending on qualifications, highly desirable. Salary and Besefus: \$40,000+, depending on qualifications, highly desirable. Salary and Besefus: \$40,000+, depending on qualifications, highly desirable. Salary and Besefus: \$40,000+, depending on qualifications, highly desirable. Salary and Besefus: Puricipates in the library's publications and fund-raising programs and the library's publications and fund-raising programs. Requiries in the library's publications and fund-raising programs. Requiries and results and microcompanies in the library's publications and fund-raising programs. Requiries in the library's publications and fund-raisin



MANUFACTURING TECHNOLOGY **APPLICATION ENGINEER**

Lorain County Community College has recently entered into a five-year out-reach contract with the NIST Great Lakes Manufacturing Technology Center providing technology transfer to small and medium sized manufacturers in the the north central Ohio area. As a result, we are seeking candidates for the position of Technology Application Engineer.

position involves sales, engineering, and local travel to area manufacturing companies. The qualified candidate will be an assertive self-starter, with a minimum of JU years of combined manufacturing, manufacturing engineering and proven technical sales experience. A Bachelor's degree in engineering is required. An advanced degree in business administration is very destrable. This grant-funded position offers excellent salary and benefits and provides a unique opportunity for exposure to a broad range of manufacturing businesses its continuation depends upon sustained funding and productive sales results by the incumbent.

Applicants should submit a letter of interest, a comprehensive résumé and the names, addresses and felephone numbers of three work-related references. Additional documentation, including a professional statement and Lotate County Community College application, will be required after receipt of initial materials. Official transcripts are required prior to employment. Forward all materials to:

Errol M. Browns, Director of Personnel LORAIN COUNTY COMMUNITY COLLEGE 1005 N. Abbs Road Elyria, Ohio 44035

The acreening process will begin on or about Friday, June 12, 1992 and will continue until the position is filled.

Minority candidates and women are encouraged to apply.

AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER.

UNIVERSITY OF MARYLAND COLLEGE PARK LIBRARIES LIBRARIAN I

Coordinator for Electronic Reference Services

The University of Maryland College Park Libraries invites applications for the position: Librarian I Coordinator for Electronic Reference Services. RESPONSIBIL (TIES: Coordinates the UMCP Libraries' electronic reference services which includes fee-based Computer Assisted Research Service (CARS) and non-mediated Automated References Services (ARS); assists the Division's staff in use of the Integrated Library System (ILS), including the online catalog and its dara files; coordinates training of searchers and evaluates their performance; recommends policies and establishes procedures; maintains budgets; prepares manuals and management reports.
QUALIFICATIONS: Regulate! MLS from an ALA-actredited Library School. Three years of professional library experience. Demonstrated abilities to effectively work with a variety of users and staff; demonstrated skills its innovating, developing and coordinating programs or services. Demonstrated awareness of current trends in electronic reference services and tools. Demonstrated comminateut to public services and evidence of effective communication skills. Preferral: Experience in research or academic libraries. SALARY: \$29,702 minimum. Salary commensurate with experience. Excellent benefits. For full consideration, submit resumé and names/addresses of three references by June 8, 1992. Applications will be accepted until the position is filled. Send résumé to Ray Foster, Personnel Librarian, Library Personnel Services, McKeldia Library, Univ. of Maryland, College Park, MD 20743-7011.

THE UNIVERSITY OF MARYLAND IS AN AFFIRMATIVE ACTION EQUAL OPPORTUNITY EMPLOYER, MINORITIES ARE ENCOURAGED TO APPLY.

CURRICULUM COORDINATOR

Lutheran Hospital is currently recruiting for a Curriculum Coordinator General Education for our Lutheran College of Health Professions. Qualified candidates will need to have an indepth knowledge of educational theory curriculum process, instructional methods and evaluation techniques in post-secondary education. Master's Degree in Humanities or Social Sciences required. Doctorate in post-secondary education required. We offer a competitive salary and comprehensive benefit package. For further consideration send résumé:



LUTHERAN COLLEGE OF HEALTH PROFESSIONS

> Roberta Hackett Human Resources 3024 Fairfield Ave. Fort Wayne, IN 46807 (219) 458-2053 EOE

brarics, 370 Library West, Gaincaville, Florida 32611.

Ubrary: Head, Preservation Reformating Department, Columbia University Libraries, Responsibility for managing the preservation microfilming prostant, including virting and monitoring contracts with filming and monitoring contracts with filming and photography vendors; managing search-funded spirrollinning project; supervision of technical staff who prevision are technical staff who prevision are technical staff who prevision are techni



Director of Administrative Software Systems and Technology Information Systems

Smith College invites applications and nominations for the poster. Director of Administrative Software and Technology in the droment of Information Systems. The Director provides leadening assessing the software systems needs of the college administration of the college administration of the college administration in evaluating, designing, developing and/or implementary where in support of those needs. The Director is responsible for national staff of five professionals and reports to the Director of lateration Systems who, in turn, reports to the President of the objection of the college, with a budget of over \$2 million.

Smith College is the country's jurgest undergraduate of large.

Smith College is the country's largest undergraduate college for an entitle of the college in approximately 2,500 full-time, rendered students. The college is uggressive in advancing and integrating administrative software systems, touving toward a more lightly at worked compus, and making the most of its connection to the loterworked entiplus, and making the most of its connection to the lotent. The college seeks a candidate with a vision and understanding of the college. The Director must have proven leadership and manieum at stilling and manieum at the little, excellent written and oral communication skills, demonstrated proficioncy in managing multiple priorities, and the about to balance the development and resource needs of a broad and variously distinct that the development and resource needs of a broad and variously distinct that the development and resource needs of a broad and variously distinction that the development and resource needs of a broad and variously distinctions and the development and resource needs of a broad and variously distinctions and the development and resource of a broad and variously distinctions and the development and resource of a broad and variously distinction of the development and resource of the

range of administrative departments.
Candidates should have a minimum of seven years of progressor, responsible experience in information systems, including substand involvement in the management of administrative software page, preferably in an educational institution. Candidates should have strong technical knowledge and be familiar with the major operating environments used on compus (VMS, PC-DOS, Ma-OS, as) NetWare). Experience with information Associates and BSR whate systems, and with PC database packages is a plus. A Barbeloi depreor its equivalent is required; and advanced degree in a relevantable desirable. Starting salary will be in the mid to upper forties, compassioned with skills and experience.

Apolicants should submit a resume and a cover letter which helpdates.

sumle with skills and experience.

Applicants should submit a resume and a cover letter which includes brief outline of the applicant's viston of the role of information telestory in the administration of a liberal arts college. The deadline for the certific of applications is june 1, 1992. Further information about the position, information Systems, and the college is available on requer Please send all applications and impulsies to:

The Employment Group

Office of Human Resources

Box 500

Smith College

Northumpton, MA 01063

An Affirmative Action, Equal Opportunity Institution.
Minorities and women are encouraged to apply.

GOLDEN GATE UNIVERSITY

Since 1901. Golden Gate University has been providing students with academic excellence, and faculty with a professional environment in which they too can excel. As a private, non-profit institution, we offer degree programs brough the doctoral level and currently serve some

Director, **Doctoral Programs**

Planning, organizing, and directing the academic and administrative activities of the Doctoral Degree Program and support the policies as directed by the Academic Vice President and University President.

Selected candidate will develop and implement doctors programs and activities in conjunction with University
Deans and faculty; teach two doctoral seminars per academic year; oversee degree programs and advise and counsel students; plan and recommend regular and adjunct faculty appointments; and write, edit and publish the Doctoral Programs Newsletter.

Earned doctorate required. Qualifications include know earned doctorate required. Qualifications include knowledge of doctoral programs, particularly in the area of academic oversight, and budget development and administration. Excellent organizational, managerial and interpersonal, skills are essential. Outstanding teaching and mentoring-project sponsorship and/or academic experience is required.

Position will remain open until filled.
Please send letter of application and resume to: H. Barnes, Personnel Dept.,
Golden Gate University, 536 Mission
Street, San Francisco, CA 94105. EOE.



large academic library are desirable. An accredited MLS or equivalent experience, and knowledge of one or more foreign languages are also required. We are particularly interested in minority applicants for this position. Salary ranges are: Librarian 1: 332, 100-339, 130; Librarian II: 532, 100-343, 335. Excellent benefits inchude assistance with University housing and tuition exemption for self and family. Send resume, listing names, addresses and phone numbers of three references to: Kathleen M. Witsbire, Director of Personnel, Box 33 Butler Library, Columbia University, 335 West 114th Street, New York, New York 10027. Deadline for applications is June 5, 1992. An Affirmative Action, Equal Opportunity Employer.

Librarian for the lastitute, Opperator of its a to marticipate on Eculty as Lommon cuttons Teacher. Minimum in Large Stockers and State of isons to Diane Cotto, interville, Virgini 22902.

Ulbraryt Director of Library Strict. Touse Chiropractic College, a prime griftse and college with 300 students. Is seen
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PLANNED GIVING OFFICER

linion Theological Seminary in Virginia

Union Theological Seminary in Virginia is seeking a Planned Giving Officer for an established Planned Giving program. The Planned Giving Officer is responsible for all aspects of the Identification, cultivation and solicitation of planned gifts for the seminary. This officer will administer the Planned Giving program, report to the Director of Development and assist in securing planned gifts for the seminary's capital campaign.

Market planned giving techniques for Union Theological Seminary through direct mail and personal contacts.

Prepare and distribute planned giving literature including brothures and other information on charitable remainder trusts, gift ansuites, pooled income funds, gifts of real estate, gifts of tangible property, gifts of securities, and bequests.

Conditate and respond to inquiries arising from planned giving promotional materials and general Development Office literature.

Assist with development of seminar materials and present semi-assist on occasion to alumni, faculty, staff, churches, and friends of

e Prepare development proposals and present such proposals to propose two donors. Maintain personal contact with prospects to encourage interest in planned giving options. Coordinate activities incidental to making a gift, such as consulting with donors' atomeys or advisors, to ensure the necessary arrangements for collection of the gift.

Serve as listenguish understanding

escreen of the girl.
Serve as liaison with volunteer groups and class representatives who assist with marketing planned giving programs.
Recommend policy to Director relating to Planned Giving and/or seminary development activities. Perform other related duties incidental to the work described

Consideration will be given to candidates who have the following skills and ambutes: 3-5 years of direct experience in non-profit institutional development with involvement in planned/major gift solicitation, and knowledge of tax laws as applied to planned giving. The position requires receptional writing abilities, organizational experience, interpersonal and communication skills. If not a Presbyterian, the applicant should undersund the life and work of mainline Protestant churches in general. Applicant should have or be willing to acquire an understanding of the organization and work of the Presbyterian Church in particular and the role of theological seminaries in the life of the church.

Send résumés by May 22, 1992, to:

Director of Development Union Theological Seminary in Virginia 3401 Brook Road, Richmond, Virginia 23227

NEW HAMPSHIRE COLLEGE

Admission Counselor If he fully involved with the usual array of admission office

esponsibilities, as well as other duties as determined by the seds of the office and the specific talents of the individual. Slay will be at or near entry level, commensurate with experience and qualifications.

rosinon involves all aspects of the admission office operation, including but not restricted to: representing the college at high school visits, college fairs, and other events; interviewing candidates for admission: reading and evaluating applications; maintaining liaison with prospective students and their parents, secondary school counselors, and alumni/ae volunteers; and involvement in special on-campus visitation programs. Significant travel required during certain periods. silon involves all aspects of the admission office operation.

Qualifications include: Bachelor's degree; sirong interpersonal and organizational skills; high personal energy level; excellent writing and speaking skills; and a healthy sense of humor. Imperance in admission preferred.

New Hampshire College offers a liberal compensation package, fosition will be available during the summer months, but no aier than August 1, 1992. Review of applications will begin on May 13, 1992 and the search will continue until the position is med. Please submit a fetter of application, resume, and the mes, addresses, and telephone numbers of at least three professional references to: elerences to:

Director of Human Resources New Hampshire College 2500 No. River Road Manchester, NH 03106-1045 EOE/AA

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lawn Head of Special Collections. In the Collections of the Collections and experience. Provides vision, and coordination to the State of the Collection of the State of the Collection of the State of the Collection of the Collec pervisory experience. Excellent oral and written communications skills. Evidence of initiative, leadership, peraonnel management skills, and abdity to work effectively with colleagues and potential donors. Demonstrated capacity to develop and promote the use of collections and to interact effectively with faculty and students. ACA certification and experience in using automated technology for special collections operations and familiarity with USMARC-AMC desirable. Successful experience in arant writing and administration desirable. The University of California, Davia camput is a multicultural environment with a strong commitment to create a diverse community of faculty, staff, and students. Application addresses and telephone numbers of three references (including current supervisor) to Sandra A. Vella, Academic Personnel Coordinator, Shields Library, University of California, Davis, is committed to a policy of affirmative action and specifically laviles inquires and applications from women and ethnic milotrities.



BLOOMSBURG UNIVERSITY

REVISED

Director of Student Outcomes Assessment & Testing Services

The Director of Student Cutcomes Assessment and Testing Services will report to the Director of Planning, Institutional Research, and Information Management on matters related to student outcomes assessment and university testing services. This individual will work with the assistant vice presidents in Academic Alfairs, deams, directors, faculty, students, and other administrators in anil outside of Academic Alfairs. The director, in coordination with the Bloomsburg University Curriculum Committee, will conduct as sessment activities within guidelines developed by the providy office and a student outcomes assessment committee, in addition, the director will countinate all university testing activities and serve as administrator for all state and national testing programs. The university provides testing services to its students and to other individuals as a public service.

Service,

QUALIFICATIONS: Background in research design, statistical analysis, and manipulation
of large data sets. Must be able to work independently and take limitative. Experience and
skills in testing and an understanding of curriculum development processes are destrable.
Applicants must be able to relate to various, campius constituencies and should have
organizational and computer skills. Applicant must meet the professional standards requirements set forth by Psychological Corporation and Educational testing Services to
approval as a test coordinator. Preference will be given to applicants with previous
experience in student assessment and testing services. Minimum all master's degree required.

TERM OF APPOINTMENT: Tenure track appointment as a faculty mender within the university's Department of Administrative Faculty. Academic year plus summer as ac-

SALARY: Assistant or Associate Professor, depending upon experience and qualifications APPLICATION PROCESS: Applicant materials should contain the fullowing information; a letter of application stating leasons for inferest in the position. I names of references and a current resume. Send all information to: Outcomes/Testing Search and Screen Constitute, Ca Mrs. Suellen Cooley, McCormick 2211, Bloomburg University, Bloomburg, PA 17815.

APPLICATION DEADLINE: Screening of applications will begin on June 3, 1992 and the position will remain open until fifted. Bloomsburg University is an Allitmative Action, Equal Opportunity Employer. Blacks, Hispanics/Lainos, women and all other protected class members are especially encouraged to apply.

BERRY COLLEGE

Assistant Director of Counseling

Berry College invites applications and nominations for Assistant Director of Counseling, Primary duties include individual and group counseling, administration, and coordination of outreach programs with residence halls and other student groups. Candidates must exhibit a strong interest in college students, women's issues, and their own professional growth. This is a full-time, nine-month position.

A Master's degree in counseling, college student personnel, or a related discipline is required. Solid counseling experience, good communication skills, and creative approaches to programming are desired. The Assistant Director receives supervision from the Director of Counseling.

Director receives supervision from the Director of Counseling.

Berry College is an independent, four-year college with a tradition honoring the integration of learning, work experience, and religion-in-life. Berry's growing national reputation for academic excellence led to its inclusion in Peterson's Competitive Colleges 1991-92. The College's 1,600 undergraduates and 150 graduates study on a 26,000-acre campus, which offers uncommon beauty and a great variety of work experiences. The campus is located within easy driving distance of Atlanta and Chattanana

Please send letter of interest, résumé, graduate transcripts, and three letters of reference to Dr. Marshall Jenkins, Counseling Center, 248 Berry College, Mount Berry, GA 30149. Screening of applications will begin on June 1, 1992 with applications accepted until the position is filled.

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UNIVERSITY OF ARKANSAS AT MONTICELLO **UAM LIBRARY**

Reference Librarian

The University of Arkansas at Monticello seeks applications for a Reference Librarian. This faculty, tenure-track position involves evening and Sunday reference duties, assisting patrons in the use of reference sources, and explaining the use of reference materials including CD-ROM computer searches. This librarian will supervise students assistants and close the library each evening. Candidales must have the MLS. Familiarity with ILL using OCLC, online database searching, and automated library systems desirable. Previous experience, especially reference service in an academic library, and interest in online database searching preferable. TIAA/CREF, excellent fringe benefits. Salary will depend upon qualifications. Review of applications will begin June 1, 1992. Send letter of applications, résumé, and names, addresses and telephone numbers of three current references to Dr. William F. Droessler, Ubrary Director, University of Arkansas at Monticello, Monticello, AR 71655.

AN EEO/AA EMPLOYER

and Technology invites applications for the position of Director of the Devereux Library. The Director is the Devereux Library. The Director is the chief administrator of the University Library, reports to the Vice President for Academic Affairs, and is responsible for the overall management of library planning, services, collections, budget, and staff. Candidates must hold an earned doctorate with an MLISMLS degree. At least four years, experience as a librarian with responsibility for scientific technical or medical collections is destinable. Candidates are expected to demonstrate throng written and verbal communication skills, a knowledge of current technology and automation, and the leadership to direct both professional librarians and support staff. The Deverence Library is a modern four-story building. It houses over 103,000 monographic volumes, 119,000 nicroform titles, and 959 periodical subscriptions. The library is a selective U.S. Government De-

pository. The Doversaux Library is a mem-ber of the statewide South Dakota Library Network, a cooperative of therarea using PALS. The Library is automated and is also an active user of CARL/UnCover and internet. SDSM&T, with approximately 2,500 audents, is a well-known technologi-cal university located in Rapid City. The

A Bulletin Board notice will quickly put you in touch with the best prospects for the positions you have available.

Virginia Tech VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY

> Virginia Tech is seeking a highly motivated development professional to ioin the university development staff in the following area:

DIRECTOR OF CORPORATE AND FOUNDATION RELATIONS

The Director is responsible for the leadership and coordination of the university's corporate and foundation relations program. Working in conjunction with various constituent development officers, the incumbent will perform activities which include but are not limited to: identification, cultivation, and solicitation of corporations and foundations in support of university priorities.

Candidates for this senior level position should demonstrate proven track records in corporate and foundation development, preferably within a university setting, ideally with significant campaign experience. The position reports to the Associate Vice President for University Development within the university's central development office.

Interested candidates should send a cover letter, résumé, and names of five references to: Dr. Archie G. Phlegar, Director of Development Administration, Virginia Tech, Blacksburg, VA 24061-0336. Review of applications will begin immediately and continue until position is filled. Women and minorities encouraged to apply.

An Equal Opportunity | Affirmative Action Institution

DEVELOPMENT OFFICER

The Smithsonian Institution's Archives of American Art—housing the The Smilhsonian insiliution's Archives of American Ari.—housing the nation's foremost collection of correspondence, diartes, gallery records, sketch books and oral histories documenting the visual aris in America—eeeks an experienced fund raiser. Plan overall strategies, write proposals and meet with foundation executives and other polential donors to develop support for the archives' publishing and acquisition programs. Broad and successful experience in securing grants from foundations required. Experience working in the cultural community with a knowledge of fine arts extremely helpful. Located in either our NYC or Washington office. For complete application package call 202-287-5102 (24 hylouchtone activated line) press 9, and request Vacancy Announcement # 92-1095A. EEO/AA.

orea which has a mild climate is home to the beautiful Black Hills and Mr. Rushmore. It is expected that the position will be filled before January I. 1993. The deadline for application is August 10, 1992. Salary is commensurate with qualifications and experience. Applications should located a personal statement of qualifications, a complete returned and the paness, addresses, and phone numbers of three references. Please send all materials to: Dr. Keaneth N. Han, Chair, Search Committee for Drirector of the Deverseaux Library, Department of Meiallurgical Englacering, South Dakota School of Mines and Technology, Rapid City, South Dakota Stool of Mines and Technology, Rapid City, South Dakota Stool of Mines and Technology is an Equal Opportunity, Affirmative Action, Equal Opportunity and Technology is an Equal Opportunity, Affirmative Action, Equal Opportunity is an Equal Opportunity, Affirmative Action, Equal Opportunity is an Information of Milist to teach undergraduate and professor of Milist to teach undergraduate and graphics and graphics of Milist to teach undergraduate and graphics of Milist to teach undergraduate and graphics and graphics and grap

tive Action Employer.

Library: Reference Librarian. Regis University Libraries has an opening for an enversity Libraries has an opening for an envelopment of the polential for appointment to a tenure-rack position the second year. This position requires an ALA-accredited Master's degree in Library Science and excellent communications skills, A background in science is desirable. Responsibilities include providing reference and informational services as well as participating in the bibliographic insuration program. Some night and weekend hours will be necessary, interviews will begin by June 1, 1992. Sead respond and 3 reference letters to: Mary Lou McNeur, Dayton Memorjal Library, Regis University, 3333 West Regis Boulevard, Denver, Colorado 80221; Fay: 303-458-4464, ROE.

Ubrary: Cataloger. A twelve-month non-tenure track appointment beninning July i,

Management Information Systems: Assistant Professor of MiS to teach undergraduate and graduate courses in Information Systems and Telecommunications. Tenure track position requires Ph.D. or DBA. Application deadline: Jano 30, 1992. Starting date: September 1, 1992. Starting date: September 1, 1992. Start results of the Start Start of Start Start

Marketing: Assistant Professor of Market-ing to teach undergraduate and graduate marketing courses. Tonure track position requires Ph.D. or DBA. Application dead-ine: June 30, 1992. Starting dute: Septom-ber 1, 1992. Send résumé to: Dr. Victoria lo-luson. Associate Dean, Stetson School of Bushness and Economics. Mercer Uni-versity, 3001 Mercer University Drive, Ai-lanta, Georgia 30341. Mercer University is an Equal Opportunity Employer/AA.



UNIVERSITY OF DENVER



Southern California Based **Admission Officer**

The University of Denver seeks a well organized and energetic staff person who will assume the responsibility for a full-time resident recruitment assignment based in Southern California, A modest amount of time will also be spent in Arizona.

Qualified candidates will have at least a B.A. or B.S. degree and a minimum of three years of admission or comparable experience. A first hand knowledge of, and relationship with, schools, community colleges and counselors in Southern California is highly desirable.

The University of Denver is an independent institution which enrolls approximately 2,800 undergraduates and 3,000 graduate and professional students. With a student-faculty ratio of 13:1, and an average class size of 29 or fewer students, D.U. offers the advantages of a liberal arts college environment with the added distinctiveness of an institution with over 50 major fields of study.

Competitive candidates must establish that they have a high level of initiative, personal motivation and the ability to work independently. Strong presentation and interviewing skills are also necessary. Resumes and three letters of recommendation which attest to these skills are required by June 1, 1992. The names of those who will write in your behalf should be included on the resume.

Compensation will be competitive as will benefits and arrangement to support this new Southern California office. The anticipated starting date is August 1, 1992.

Please send resume and letters of recommendation to the Search Committee, Office of Admission, University of Denver, Mary Reed, Bldg. #107, Denver, CO 80208.

The University of Denver (Colorado Seminary) is an Equal Opportunity Institution. It is the policy of the University not to discriminate in the admission of students, in the provision of services, or in employment, on the grounds of race, religion, color, national origin, age, gender, sexual orientation, disabled, handicapped or veleran status; and to take appropriate affirmative action in connection therewith.

TRENTON STATE COLLEGE

CENTER FOR MEDIA AND TECHNOLOGY THEATRE/VIDEO MANAGER

uniquely talented individual with theexperiencetomanageanewly renovated theatre facility and newly hullt video production facility. The position will involve supervision of technical and operational support staff, scheduling of facilities, monitoring building and equipment up-keep and repairs, implementing a centralized box office, working with College Relations Office in promoting special events, and

Trenton State College seeks a preferred), at least five years experience in theatre or fine ans management, a considerable working knowledge of video production operations and evidence of successful administrative experience. Experience in higher education is preferred. Please send letter of interest, resume, and three let ters of reference by 6/8/92 to: Michael Wodynski, Director. Center for Media and Technology, Trenton State Colactive participation in the aire and lege, Hillwood Lakes, CN video production scrivities. The 4700, Trenton, NJ08650. successful candidate will have 4700. To enrich education the minimum of a Bachelor's through diversity, TSC is an Degree, (Master's Degree AA/EOB,

Mass Communication: Assistant Professor. Position beginning Fall, 1992. Location production, laboratory studio production and management and desktop oublishing specialist who can interface with existing undergraduate Mass Communications Program. M.A. required; preference given to candidates with experience in location production, prefembly documentary and corporate video production, demonstration studio experience and menagerial skills, and extensive desktop publishing experience. Successful applicant expected to teach undergraduate mass communications courses lacinding TV production, editing, and desktop publishing. In addition, applicant will work with students on location and oversee the publication of its department newsletter. Primary interest and commitment to quality undergraduate instruc-

tion. This appointment is renewable and may lead to tarker. Applicants should send a letter of tarters! curriculum vites, dame to a letter of tarters! curriculum vites, dame to a samples of desktop reblishing work and the names, addresses and telephone aumbers of at less it there references to William A. Shersalis, Ph.D.. Dean of the College, Wilkes-Barre, Pennsylvania 18711. Screening of candidates will begin on June 12 and continue until position is filled. King's College is an Equal Opportunity Employer.

Mathematics Mathematics and/or Computer Science. A full-time, sonure track undergradusis faculty position beginning into August. 1992, within the matheomorpher science department which provides a major plus general education service courses. Although somewhat negotiable, had or more

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North-South Center Library **ACQUISITIONS LIBRARIAN**

The North-South Center Library is a brench library located in the Richter Library and funded by a U.S. Government grant. The focus of the North-South Center program is contemporary affairs in Latin America and the Caribbean. First year funding to develop the library's collections is \$294,000. The Acquisitions Librarien will report to the Head

Responsibilities: Oversees the process for acquiring North-South monographs and sensis through approvel plans, firm orders and subscriptions; preorder and precetalog searching; receipt of monographs and sensis thack-in and cleiming. Supervises and traine one acquisitions easistant and a number of student essistants, and other professional staff as required.

Arranges for purchase of equipment and supplies; monitors expenditures and approves invoices for payment; coordinates se needed with North-South Center administrative staff; shares North-South reference desk duty severel hours per week; contributes to Library, Univer-

Qualifications: Required: ALA accredited MLS or foreign equivalent; minimum of two years' experience in an ecquisitione department of an ecademic research library, excellent oral and written communications ekills in English and Spanish.

Preferred: Supervisory experience; knowledge of Innovacq or compara-ble library automation system; femilianty with Latin American book trade; aptitude for bookkeeping; leadership ability. Selary & Bonefite: Starting selary range \$27,500-\$35,000. Peid pension: pertially paid life and health insurance; tuition remission, 22 days

Closing date: For full consideration send application letter, réaumé, and the names of three references, before June 15, 1992, to Ronald P. Naylor, Assistant Director for Systems and Technical Services, University of Miami Library, Coral Gables, Florida 33124.

University of Miami is an Equal Opportunity, Alfirmative Action Employer.



THE NATIONAL ENDOWMENT FOR THE HUMANITIES (NEH) seeks applications for an opening in its Division of Fellowships and Seminars, Fellowships Program.

HUMANITIES ADMINISTRATOR

nding to reports and other requirements of the grant.

ualifications/Requirements:

• An earned MA in a discipline of the humanilles is required (a Ph.D. in American or American-intellectual History is preferred).

• Professional experience in the humanilles with scholarly, academic or grant-

making organizations.

te preferred candidate should also have:

1. Teaching experience in the humanities;

2. Advanced study and research in the humanities; and

3. Communication skills, administrative experience; and ability to deal with the

The salary range for GS-12 is \$38,861-\$50,516 per annum. Applicants must submit an Application for Federal Employment (Standard Form 171) to receive consideration for this position. This form may be obtained by calling or writing to the address below.

All applications must be received by June 29, 1992, and must cite Vacancy Announcement #92-040C. All correspondence should be addressed to:

Laura W. Taeronis, Personnet Management Speciatet
National Endowment for the Humanities

1100 Pennsylvania Avenue NW, Room 419
Washington, DC 20808
Telephona: (202) 788-0415 or TDD (202) 788-0282 AN EQUAL OPPORTUNITY EMPLOYER

JOHNSTON STATE COLLEGE

DIRECTOR OF RESIDENTIAL LIFE. Johnson State College seeks a creative, experienced individual to direct and manage all espects of a comprehensive residential life program. The Director reports to the Dean and shares general responsibilitios for leadership of the Student Life Division. Bithe supervises and trains 3 professional Residence Hell Directoe and 25 Residence Assistants in the ceptation of BDO-bad system which includes traditional, suits, and apartment style living options. Leadership in the development of aducational and social programming, and creatively in design of special interest housing, and frestlimen learning environments are desirable. Flexibility, knowledge of and commitment to eutdent development theory, expekence in human relations, ord and written communication, and superviseder Education is required. Send resums, actors of epitication and names of three references by Mey 30, 1892 to 10, Susen M. Brady, Dean of Students, Johnson State College, Johnson CT 05868.

Johnson State College, Johnson, Gr. Loodo.

DIRECTOR OF PINANCIAL AID. The Director of Financial Aid is responsible for epplying for, accounting for and the swanding of all Federal Title IV. State and inscriptional financial aid funds. The Director size is responsible for counseling students on their rights and responsibilities in regard to these funds. Qualified and responsibilities in regard to the property of t applicants about have excessint organizational and communications about, the abili-ty to retare to students, the soudering community and the public, in addition, they should have specific browledge of accounting and experience working with Federal Title IV regulations. A Bachelor's degree and three years of experience are re-quired. The position currently reports to the Gollege Registrer. For full consider-stion, applications should be received by June 7, 1952, Please mail to: Registrer. Johnson State College, Johnson, Vermont D5868.

Johnson State College is an Equal Opportunity, Affirmative Action Employer, One of the five colleges of the Varmont State Colleges system, it is located in northern Vermont one hour seat of Burlington near Blowe, Vermont. The four-year public, liberel arts college enrolls 1,730 students.

of the teaching load each term will most likely consist of service courses ruch as College Algebra. Elementary Statistics, Computer Applications or BASIC. Computer Applications or BASIC. Computer services are provided via a campus-wide network of terminals with becess to a DEC VAX timesharing system and microcomputer laba. Candidates must be committed to teaching and competible with the mission of the small, liberal arts, Church-related college. An MA in mathematics or computer science is required. Salary and rank open dependent upon qualifications.

Mathematics: Teach basic and applied courses required for majors. Tenure track. Rank and galary commensurate with reductials and experience. Doctocate preferred, master's required, flesia August 15.

West Virginia University Morgantown, WV 26506

Search Reopened

DIRECTOR OF HOUSING AND RESIDENCE LIFE

West Virginia University Invites applicants and nominations for the part of DIRECTOR OF HOUSING AND RESIDENCE LIFE. Reporting to the Avicalet Provost for Student Affairs, the Director is responsible to \$16,000,000 self-supporting familiary) operation consisting of nine medicine halls liousing \$500 students, four dining halls, and \$80 aparties. The position includes responsibility for student and stall supervision, but management, maintenance and facility operations including a major revultion project, food services, conference operations, and University and learning centers. Residence hall programming is recognized for its empty on student development, social justice issues, alcohol, drug and suppose awareness education, and multi-cultural training.

Oualifications: Master's Degree in Higher Education Administrators and

awareness education, and multi-cultural training.

Qualifications: Master's Degree in Higher Education Administration, Sub. 7

Personnel or related field required (Doctorate preferred). A minimum diayears' relevant experience required with extensive and progressively me
responsible experience in management positions related to the draines
supervised by this position. Demonstrated ability in financial management
residence hall operations and programs. Strong interpersonal sulfs and tability to communicate effectively, both orally and in writing are necess,
Women and minorities are encouraged to apply.

West Virginia University is a comprehensive state university and one of is land-grant Institutions. Its approximately 20,000 students come iron at 1; West Virginia counties, 49 other states and 81 foreign countries. The Unavirty is located in Morgantown, West Virginia, a community of approximately 45,000, with ready access to larger metropolitan areas such as Pmbbyth Pennsylvania and Washington, D.C. Salary: Commensurate with qualifications and experience.

Position Available: October 1, 1992.

Application Process:

Résumé and letter of application.

Submit addresses and telephone numbers of three reference.

Deadline: June 1, 1992. Nominations and applications should be sent to:

Gordon R. Thorn.
Chairpeison, Search Committee
209 Elizabeth Moore Hall
West Virginia University
Mershamman WY 26506

WEST VIRGINIA UNIVERSITY
IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER



Colby College, a private liberal arts college of 1700 stu-dents located in central Maine, seeks applications for the following position:

Assistant Director of Student Activities

Colby seeks an Assistant Director to coordinate the operations of Colby's award-winning student center. The Assistant Director assists and advises the studen government on a wide variety of cultural, social, acade mic and recreational activities such as the COOT program (Colby Outdoor Orientation Trips), Intramural Sports Program and Alcohol and Wellness Week.

A minimum of a BA degree is required; Master's preferred. A minimum of one year's experience in a sti-dent personnel field required. Excellent organizational and interpersonal skills a must.

Please send 2 copies each of a cover letter and resume with the names and telephone numbers of 3 references to: Douglas C. Terp, Director of Personnel Services, Colby College, Waterville, ME 04901. The search committee will review applications beginning May 22, and will continue its search until the position is filled. Coby is an Equal Opportunity/Affirmative Action Employer and encourages women and minorities to apply.

filled. Send résumé and namos, addresses and phone numbers for thrée current refer-ences to Dr. Thomasha A, Redd, Chairper-son, Natural Sciences Division, Box 518, Alderson-Broaddus College, Philippl, Wost Virginia 26416. AA/ROE.

Virginia 26416. AAPQE.

Mathematica/Science/Engineering: Division Chair, Mathematica, Science and Engineering (nearch extended), Northern Virginia Community College, Annandale Campus. Provide teadership for some 30 full-line faculty, 60 part-time faculty and related support nata? Specialist or equivalent 124 graduate semester hours beyond the master's degree) in a discipline within the division and two years' teaching or related occupational experience required. Doctorate, community college teaching, occupational program experience, administrative experience, computer literacy desirable. Salary 338,715-828,75. Refer to Position #FA009 and send application and/or resumé, a letter comparing your qualifications to those required by the position, and asmes of three references to NVCC. Human Resources Office, 4001 Wakefield Chapel Road, Annandale, Virginia 22031. Must be received by 5:00 p.m., May 22, 1992. EOE/AA.

Medicine/Research: Faculty retents associate position available immediately, itensive teaching responsibilities to teaching responsibilities at utilities and income and applications at the students, residents, housestaff, possible students, residents, housestaff, possible students, residents, housestaff, possible students, residents, and applications applications, flower methods and spinetime regeneration. Will study borneal surpersidents at the regeneration will be supposed at the second and modecular biological techniques and modecular biological techniques of usuare culture techniques. Requirement in succession and modecular biological techniques of the second and at least four year early cancel to basic science research, Bedgend must be extensive in municipalities and computer science with apperimentation of BMDP, and GLIM software. Despring the stream of the second property of the second property of the second property in succession and the second property of the second property in the secon

RULLETIN BOARD: Positions available OSITION ANNOUNCEMENT

THE CENTER FOR FAMILY CYNN IN COMM SOCIETY

Director Center for Family in Society The University of South Carolina

Opportunity to Lead Family-focused Interdisciplinary Research Center

school family well being through the longration of research, education and service. The

andinies of the position will include:

Laponiblines of me person and of interdisciplinary research, education and service activities that focus on prenoding furnity strongths and preventing family problems;

Of transparated promotion of activities and structures that feater university-community estaboration on issues related to family functioning and policy development;

Qualitations for this position includes to and entertain and table for an exponentment at the rank of full professor in a major esivenity;

Q a mord of contending interdisciplinary scholarship in an area related to family studies;

Q a mord of causalive experience in working with a variety of public agrecies;

Q a commitment in extending new knowledge to the public and to the value of university-

educion and applications including a curriculum vites with names and addresses of five

Contr for Pamily in Society Search Committee Office of the Provide University of South Carolina Columbia, SC 29208

Numerican will be accepted until a suitable caudidate in found. Starting date for the appeal to house 1933, or as soon thereafter as possible.

he University of South Carolina-Columbia in the flaggible institution of a nine campus, statewide, plitch-satisfed solversity system. The institution has an euroliment of over 26,000 ambients, of then now than a third are graduate students. Over 1200 full time faculty are employed at this

ersity in 17 colleges and sel Th University of Starts Caroline System provides of firmative action and equal opportunity in education and replaymen for all qualified passons regardless of race, color, miligion, ear, mailone) origin, ege, disseltiny, or

SHIPPINE SPRINGES POSITIONS

he College of New Rochelle seeks a COMMUTER LIFE COORDINATOR who will promote the concept of community though the development of a holistic commuter his program and serve as live-in director of a women's residence half. The person filling this position will advise Commuter Committe his programs, workshops, and publications.

The College of New Rochelle also seeks a STUDENT ACTIVITIES COORDINATOR who will promote the implementation of a holistic student activities program and serve as live-in director of a women's residence hall. The person filling this position will advise Athelies Council and one Hall Council; coordinate student clubs and organizations; and monitor the student activities budget.

Both positions require a Master's degree in Student Personnel or related field. Prior experience is preferred for these 12-month ful-time, live-in positions. Commitment to student development at a women's college a must. Salary plus furnished apartment and board.

later of interest, resume, and the names of 3 references must be recived by June 3, 1992, in the office of:

Mary White, Director of Student Services COLLEGE OF NEW ROCHELLE New Rochelle, NY 10805
Calley of New Rochelle is an affirmative action/equal opportunity employer

degre, motivated, communicator, work with relative student ministry. Some and ethics urged to apply. Seafficens, three reference letters to: District Campus Ministry. Jo. Back 225, UM. Coral Gables, Florida Ministry. Jo. Back 225, UM. Coral Gables, Florida Milk. Deadline: June 1, 1992.

Recen Administrations Museum Direction Recent Administration of the property of the season art. Recent Administrations of the season art. Recent Administration of the season art. Recent Administration of the season art. Recent Administration of the season art. Recent and European ar

New York 13669.

Music: Director of Orchestras (one-year appointment), pine-mamb position beginning fall 1992. Conduct the Ohio University Symrhony Orchestra. Teaching in other arcas to be determined by departmental needs and the candidate's training and experience. Participate in prugam development and recruitment of students. Misster's degree required, doctorate preferred. Doctumented avidence of successful college teaching and Orchestra conducting. Evidence of outstanding musicianable and musical accomplishment, lavolvement in professional urganizations and events. Salary of \$30,000-\$35,000 hus competitive benefits package. Send letter of application, current vita, at lesst three 3 recent letters of recommendation, and no more than one cassette tape to: Chair, Orchestra Sanch Committee, School of Music, Ohio University, Athens, Ohio 45701. Application deadline: May 21, 1992.

FORT VALLEY STATE COLLEGE Fort Valley, Georgia 31030

A UNIT OF THE UNIVERSITY SYSTEM OF GEORGIA FOUNDED 1895

Director of Institutional Advancement

QUALIFICATIONS: The successful candidate must pussess the potential to bring quality and imagination to the development of a successful institutional advancement effort at the college. Candidates must possess outstanding organizational and interpersonal skills, as well as effective writing and speaking abilities; and the skills necessary for conducting successful fund-raising efforts. The candidate must have demonstrated successful management ability as well as successful experience in interacting with the external community and the business world. The minimum of a master's degree is preferred.

MAJOR RESPONSIBILITIES: The successful candidate reports directly to the President and serves as a member of the administrative council. The Director has administrative jurisdiction over the offices of Development. Alumni Affairs, College and Community Relations and the Title III Programs. The Director has the responsibility for moving each program forward in the achievement of all institutional goals as they relate to the institutional andison.

SALARY: Competitive, commensurate with experience and educational

EFFECTIVE DATE OF APPOINTMENT: August 1, 1992 APPLICATION DEADLINE: June 3, 1992

APPLICATION: Letter of application: current detailed résumé: official transcripts; and three current letters of reference should be forwarded to:

Dr. Cynthia Sellers, Chalrperson
onal Advancement Director Search Committee
P. O. Box 4091
Fort Valley State College
Fort Valley, Georgia 31030

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER Current Federal Law requires identification and obgibility verification prior to employment. Only U.S. citizens and aliens authorized to work in the United States may be employed.

UNIVERSITY OF MIAMI Otto G. Richter Library

Assignment: Reports to the Head of the Catalog Department. Does original cataloging of monographs in various classifications according original cetaloging of monographs in vertous classifications accor to AACR2 and OCLC format. Serves on library and university com tees se needed.

CATALOGER

Qualifications: An ALA-accredited master's degree in library actence or its foreign equivelent is required. Applications will be welcomed from librarians with experience and from recent graduates.

Appointment: Twelve month, tenure earning, with feedity rank of Assistant Professor. Librarisns are expected to meet the criteria for promotion and tenure which require research, publication, and involvement in the profession. Salary & benefita: Starting salary range \$24,500-\$30,000 depending on experience and qualifications. Benefita include paid panalon plan; partially paid incurance plans; 22 days' vacation; moving ellowance; tultion remission.

Closing date: To ensure consideration, apply before June 15, 1982. Occuments: Send application latter, résumé, and the names of three references to Ronald P. Naylor. Assistant Director for Systems & Tachnical Services, Otto G. Richter Library, University of Miemi, P. O. Box 248214, Coral Gables, FL 33124. Interviews may be held at ALA Sen Experience.

University of Miami is an Equal Opportunity, Affirmative Accion Employer.

BUDGET CONTROL OFFICER

Primary responsibility includes the preparation, execution, analysis, and oversight of all current operating budgets of the University (including auxiliaries, trust and special funds, and medical practice plants) totaling approximately \$230 million annually. Requires a four-year degree in a financial or business-related discipline. Five years of budget experience, preferably in a governmental and/or higher education environment with at least three years at a supervisory level. Salary rance in the forties depending on qualifications.

range in the forties depending on qualifications. Please submit résumé to: Mrs. Susan Hodges, Employment Supervisor, Human Resources.



EAST CAROLINA UNIVERSITY

(919) 757-6352 East Carolina is an Equal Opportunity,
Affirmative Action Employer.
Applicants must comply with the immigration Reform
and Control Act.

semble; and occasionally other courses according to faculty qualifications and program needs. Master's degree in music and successful leaching experience required. L. Bobo, Chelr, Department of Music, FA 101, RE: High Brass/Jazz Position 51104, The most extensive listing anywhere of jobs available in

higher education every week in The Chronicle.

BOWDOIN COLLEGE

Director of Human Resources Search Re-Opened

This position reports threatly to the Vice President for Finance and Administration and Treasurer. The Director is responsible for the overall direction, development. and administration of the Human Resources office including policy formulation and administration, employment and employee relations, employee benefits (p.t.) roll, compensation, performance appraisal, training, colbetwee bargaining and contract administration

Requirements: A Master's degree in a related field and a infinimum of tive years of increasingly responsible expenence in personnel management or other supervisory/management position, and excellent verbal. written and interpersonal communication skills. Applicants should have knowledge of employment law and affirmative action procedures as well as having demonstrated the ability to work and communicate with all constituencies of a diverse college community Related experience in higher education is required. Experience in the management of computerized database es is desirable.

Founded in 1793. Bowdoin College is a highly selective. private liberal arts college with 1 (0) students and 130 faculty and an endowment of \$180 million. It is located in Brunswick. Maine, near the coast, one-half-hoan northof Portland and we and one-half hours north of Boston.

A letter of application, resume, and the names and telephone numbers of three professional references should he sent to Human Resources Department, Bowdoln College, Brunswick, ME 04011 by June 5, 1992. Women and minorines are especially encouraged to apply,



Bowdotn College is committed to Equal Opportunity through Affirmative Action



UNIVERSITY OF HOUSTON-VICTORIA Counselor Education

Assistant Professor, Lenure-track, Division of Education, to teach upper division and graduate courses in school counseling, educational psychology, and psychology. Requirements: Ph.D./Ed.D. (A.B.D. candidates scheduled for Fall 1992 completion considered): evidence of teaching and scholarly abilities; involvement in professional organizations; and public school counseling experience. Competitive salary. Summer teaching normally available at excellent rates. Preferred beginning date is September 1, 1992. To assure consideration, send letter of application, official transcripts, vitae, and placement file or three (3) letters of reference with telephone numbers by July 1, 1992, to Dr. Patricia Daniel, Chair; Counselor Education Search Committee; University of Houston-Victoria; 2506 E. Red River; Victoria, TX 77901-4450: 512-576-3151, X258. 4450; 512-576-3151, X258.

The University of Houston-Victoria is an upper-division/graduate institution of 1,200 commuling students serving a 15 county region sharing a compus with The Victoria College, a 2-year institution of 3,500 students.

An Aftirmative Action, Equal Opportunity Employer.

Northwest Allapour State University, Mar-yville, Missouri 64468, by 4 June 1992; po-sition to remain open until filled. Do not send taped/programs until requested. Ac-credited institutional Member N.A.S.M. AARCOP women and minority sonice-of n master's detree in music, doctorate

thons encouraged.

Munici Choral. One-year position in small, progressive department. Possible conversion to tenure track. Institution in a reidential liberal arts college with a strong interdisciplinary core and established intercutional programs. Individual will direct college choirs, teach core guide curriculum and one course in seneral education program, provide co-curriculum activities, and establish recruiting contacts in the region. Strong grounding in Western art music required, but bepader musical interests advantageous tethnomanicology, juzz, music technology, etc.). Master a required, terminal degree professed. Pro commanurate with experience. Send letter of application, transcript, and three letters of recommentation.

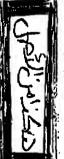
Music: Valdosta State College announces the availability of a nine-month, tenure-tract faculy position in the Department of Music beginning in September, 1992. A-signment will judiade teaching of Low

or in mater a centre in must, occorrie preferred. Materials should include a letter of application, resume, and references. Do not send tapea usult requested. Decadine for application is June 1, 1992, Send muterials to Dr. James Brawell, Hend, Department of Music, Valdotts State College, Vaklosta, Georgia 31698, AA/EOE.

ta, Georgia 31698, AA/EOE.

Music: Assistani Profesor, One-Year Appointment, Music Department, SCSU Music Department, SCSU Music Department, ScSU Music Department seeks individual with a strong Band background. Musi show evidence of proven leadership, organizational skills, and scholarly gursults, Responsibilities; develop and direct Band program. Teach music history, preferably with entheomasicological / multicultural emplissis, and/sor basic music theory, Qualifonioms; Doctorate in music preferred. College or university teoching expertence preferred, Salary; commensurate with experience and cradentials. Besiening August 1992, one-year appointment, Send Jetter of application, résumé and three letters of recommendation by June 15, 1992 to; Dr. Charles Gamer, Chau, Music Department, Southern Connecticut Street, New Haven, Connecticut 06513. AA/KOE.





Choate Rosemary Hall

Director of Human Resources

We offer a unique opportunity for an accomplished professional to create a Human Resources program at a major independent secondary school with more than 300 employees.

This new senior management position is responsible for all aspects of human resources administration including recruiting,

employment, salary and benefit administration, policy develop-

Choate Rosemary Hall is a coeducational independent secondary school of 1,000 students—800 boarders, 200 day students. The school's 400-acre campus is located in Walingford, Conn. The current endowment is \$72 million and the operating budget is \$28 million. Financial aid exceeds \$3.4

The successful candidate will have at least 10 years of

progressive experience in the personnel/human resources field, preferably in an educational or nonprofit setting. Advanced degree in relevant field and familiarity with inservice staff training desirable. Outstanding interpersonal, oral and written communications skills essential.

Salary is competitive and includes a broad list of perquisite

Review of applications will begin May 27, 1992 and will continue until the position is filled. The preferred starting date for this position is July 1, 1992. Applications should be addressed to DHR Search Committee, c/o G. Edmondson Maddox, Choate Rosemary Hall, P. O. Box 788, Wallingford, CT 06492.

Choate Rosemary Hall is an equal opportunity employer and encourages nominations of, and expressions of interest from minority and female carridates.

WILL

BELMONT TECHNICAL COLLEGE.

DIRECTOR OF LIBRARY/

LEARNING RESOURCE CENTER

BELMONT TECHNICAL COLLEGE is arreging applications for the polition of Director of the Library and Lorening Resource Conter.

The Director reports directly to the Deeper of Instruction and is responsible for determination of policy reporting services to sinduntainfully administration, and the public, and for development, erganization, and mahienance of library resources and instructional to briology.

The College is seeking on innovative, future-forced individual with a preference for a candidate with a Master's degree in Library Science, experience in medium to small community callege library/LRC administration, and consowork and/or experience in all aspects of educational technology.

Salay and bonofits continensurate with experience and skills. Review of applications will begin on May 20, 1992; applications will be accapted until the position is filled. Interested individuals should submit a latter of application, current resumé, and list of references to:

Personnel Director Selmont Tachnical College 120 Fox-Shannon Placa St. Clairsville, Oli 43950

ASSOCIATE DIRECTOR OF ADMISSIONS [ANTICIPATED OPENING]

Sarah Lawrence College seeks applications for a possible opening for an Associate Director of Admissions. This senior level position reports to and assists the Dean of Admissions and Financial Aid in managing all aspects of the admissions program. Responsibilities include daily operations, staff supervision and training, planning, research, regional travel, application review, and interviewing prospective students. Other responsibilities will vary according to the talents of the individual filling the position and may include coordination of transfer admissions, minority recruitment and special programs.

The successful candidate will have enjoyed increasing levels of responsibility in the admission office of a selective college. A Bachelor's Degree is required. Salary will be competitive and commensurate with experience.

Sarah Lawrence is a selective, coeducational liberal arts college of 1,000 undergraduates with a progressive approach to higher education and a nationally recognized strength in the arts. The College is located in southern Westchester County, just thirty minutes north of New York City.

A letter of interest, resume and the names and telephone numbers of three (3) professional references should be sent by May 27, 1992 to Robin Mamlet, Dean of Admissions and Financial Aid

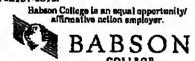
Sarah Lawrence College_ Bronxville, New York 10708

Associate Director. Financial Aid

THEIRCIENT FIG.

The Office of Financial Ald is seeking an individual to be responsible for coordinating need-based financial aid programs and alternative financing options. Specific responsibilities include: counseling undergraduate and graduate students and families; performing need analysis and determining financial aid awards; overseeing campus employment and federal work study program; overseeing the GSL programs; monitoring compliance with federal and state regulations; preparing statistical reports; writing and editing financial aid publications; making presentations to constituent groups.

Candidates should have a Bachelor's degree, a Master's degree is preferred, and three to five years' experience in administering financial aid programs. A comprehensive knowledge of all current state and federal regulations and programs is required. Excellent verbal and written communication shills are all the state and stat cation skills as well as strong counseling skills are essential. Interested, qualified candidates please send two copies of resume and cover letter to Susan A. Roskey, Office of Human Resources and Affirmative Action, Babson College, Balson Park, MA 02157-0310.



Natural Resources, University of New Hampshire is seeking applications for Assistant Professor of Natural Resources, University of New Hampshire is seeking applications for Assistant Professor of Natural Resource Policy, tenure track, academic year with 60% teachings Privary teaching responsibility will be a junior-level four credit course in natural resources policy required of students in all five programs of the department. A policy or manasement course at the advanced understandante level as well as a seminar or special course in stee of expertise are also expected. Other assignments will depend on the successful spelicant's experise and programmatic needs. Advise understandante students. Research: Conduct a general programmatic area, Advise understandante students. Research: Conduct a general programmatic area is observed by the search of the programmatic area is noticed to the search programmatic area is noticed to the programmatic and the search programmatic and the search programmatic and the programmatic students. Sorvice: Service within department, college, and university, in professional societies, and local and regional communities. Minimum Qualifications: Ph.D., with at least one degree in a natural resource field. Starting data to begin to later that january 4, 1993. Qualified applicants and addresses of three references to Natural Resources. 215 James Hall, University of New Hampshite, Durham, New Hampshite is an Affirmative Action, Equal Opportunity Employer.



Director of Student Activities

Rhodes College is a highly selective college of liberal arts and sciences with a student body of 1,400. The Rhodes experience is heavily residential and positively influenced by the metropolitan city of Memphis, TN. Rhodes College is seeking an energetic, self-motivated individual with skill and experience in student activities and Greek life. As a member of the Dean of Student Affairs staff, the Director of Student Activities reports to the Associate Dean of Student Affairs.

ports to the Associate bean of Student Attairs.

The three primary areas of responsibility include the advisement of all facets of Greek life, campus-wide programming and new student orientation. The Greek system includes 7 sororities, 6 fraternities and the interfraternity and Panhellenic Councils. A leader with a clear vision for Greek life will be most successful in shaping the continued growth of Greek life at Rhodes. The Director also advises the Social Commission—the campus-wide programming board and the 65 campus student organizations. The Director is also responsible for the operation of the Student Activities facilities.

The successful candidate will possess a Master's degree in Student Personnel or a related field and have 1-3 years of full-time experience in the management of campus activities and Greek life. A working knowledge of student development and a commitment to the goals of a liberal arts and church-related college are necessary.

The position is available immediately and offers a competitive salary with excellent benefits. Send letter of application, résumé and the names of

Karen A. Silien Associate Deen of Student Affairs 2000 North Parkway Memphis, TN 38112

An Affirmative Action, Equal Opportunity Employer

University of Maryland College Park Libraries

LIBRARIAN I

Head, Interlibrary Loan Unit

The University of Maryland College Park Libraries invites applications for the position: Head, Interlibrary Loan Unit.

RESPONSIBILITIES: Responsible for supervising all borrowing and lending activities of the Interlibrary Loan Unit (ILL) and for keeping up-to-date with technological developments and applying them to the Unit operation. Represents UMCP Libraries in State ILL programs and committees.

QUALIFICATIONS: Required: MLS from an ALA-accredited library school. Three years of professional library experience, preferably in an academic or research library; demonstrated supervisory skills in high-volume operation; demonstrated effective communication skills; ability to work well with Library users and staff members, experience with online and printed bibliographic sources (e.g. OCLC, RLIN, NUC, ULS). Preferred: ILL experience: reading ability in Romance, Germanic or Slavic languages.

SALARY: \$29,702 minimum. Salary commensurate with experience. Excellent benefits. For hill consideration, submit résumé and names/addresses of three references by June 8, 1992. Applications will be accepted until the position is filled. Send résumé to Ray Foster, Personnel Librarian, Library Personnel Services, McKelchi Library, University of Maryland, College Park, MD 20742-7011.

THE UNIVERSITY OF MARYLAND IS AN AFFIRMATIVE ACTION

THE UNIVERSITY OF MARYLAND IS AN AFFIRMATIVE ACTION EQUAL OPPORTUNITY EMPLOYER. MINORITIES ARE ENCOURAGED TO APPLY.

1992. EOE. Send vita to Kathaleen Bloom.
R.N., M.S., Chairperson, Search Committee, Department of Nursing, University of North Florida, 4567 S. Johns Bird Road South, Jacksonville, Florida 32216.

Nursing: Abilene Intercollegiate School of Nursing, a consortium of Abilene Christian

Nursing: Gardner-Webb College, Nursing faculty position. Full-lime faculty position: NLN-accredited RN-BSN Program, Statewille, North Carolina campus, Required: MS in Community/Fublic Health Practice; previous teaching experience, Earned doctorate in nursing or related field preferred. Supported by the Baptist Sinte Convention of North Carolina, Gardner-Webb employs persons who participate in and wholehourtedly support the value system of the Christian church. Position available Fall 1992. Search open until position filled. Send letter of iosultry, curriculum vitae ic: Dr. Junte Carlion, Davis School of Nursing, Gardner-Webb College, States-ville Campus, P. O. Box 908, Statesville, North Carolina 2867.

dermaduate, graduate program with pro-posed Ph.D. Position available July/Fail

ton, South Carollina 29425.

Nurshigh Astistant/Associate Professor of Nurshigh. Tentine-insch position to help plan and tench in a BSN program for Riv's to start to Pail 1993. Position will be available Pail 1992. Ph.D. preferred, Master of Science in mursting required. Successful undergraduate teaching superinere, student advising and scholarly scriptifies essential, Must be slightle for Virginia, licensure. Clinch Valley, a sanfor college of the University of Virginia, is tocated in far southwestern Virginia, sear the Kentucky and Tennessee borders. Founded in 1954, the College serves primarily a repton of (0-12 counties with a comprehensive academic program bused in the liberal site. Send latter of application, relame, transfer and pean, Clinch Valley. Ven Chancellor and Dean, Clinch Valley. College. College. Avenue, Wide, Virginia 24293. Review of applications will

Nursing: Abilene intercullegiate School of Nursing, a consortium of Ahllene Christian University, that dis-Simmons University and McMurry University, seeks applications for academic year faculty in Associate degree nursing program. MSN required. Recent clinical and teaching experience preferred. Sond vita to: Corine Bonnet, Deao, Abilene Intercullegiate School of Nursing, 2/49 Hickory Street, Ahllene, Texas 79601. EOR.

Nursing: Faculty Position—Management. Pull-line position available August, 1992. Responsibilities include classroom and clinical teaching, advising of students, committee assignments and university service. Master's degree in sursing required, teaching experience preferred, occiorate preferred. Salary and rank commensurate with qualifications. Equal Opportunity Employer. Send resums by June 12, 1992 to Dean, School of Nursing, Barry University, 11300 NE Second Avanue, Miami Shores, Florida 33161.

ilona starting Sentember 1992. Rank and salary dependent upon qualifications and saparinece. (1) Maternity Nursing: classroom and clinical instruction in nursing or child-bearing family in undergraduate programs. Doctorate preferred, required for tenure; Master's la Nursing with specialty in maternity nursing required. (2) Pediatric Nursing: classroom and clinical Instruction in child and family auraing in undergraduate program. Doctorate preferred, required for tenure; Master's la Nursing with specialty in pediatric nursing required. Responsibilities also include clinical supervision in hospital and community settings and may require off-campus steeching. Send letter of application, returned, list of references, and copies of transcripts to either: Maternity Nursing Search or Pediatric Nursing Search of Search or Pediatric Nursing Search or Pediatric Nursing Search of Search or Pediatric Nursing Search of Search or Pediatric Nursing Search or Pediatric Nursing Search or Pediatric Nursing Search of Search or Pediatric Nursing Search or Pediatric Nurs

Nursing: Available Pail 1992. Two full-time, tenure track classroom/clinked teach-ing positions in ADN Prugram. MSN re-quired. Maternal-Child and Adult Nursing. Curriculum development experience highly besirable. Call or write Mrs. Sandy Irwin, School of Nursing, University of South: Carolina at Spartanhurg, 800 University Way, Spartanhurg, South Carolina 29303; Nursing Instructor, Vocational Nursing Program, Cooper Mountain Campus, College of the Desert, a community college located in Joshua Tree, California, is currently recruiting, Master's in Nursing or equivalent. Application deadline: June 5, 1992. For additional minimum qualification information, position description and application, please contact the Personnel Office:

Director of Jazz Ensemble/Music Theory

RESPONSIBILITIES:

1. Direct the Jazz Ensemble program which currently includes one study jazz band, and one community jazz band.
2. Teach undergraduate and graduate music theory and one or more of the following areas commensurate with qualifications and experience:

a. Composition

c. Applied Music (brass or woodwind)

3. Assist the Director of Bands with the administration of the University band program which includes: The 250 member "Marching Southernen: Wind Ensemble, Symphony Band, Concert Band, Jazz Band, Community, Jazz Band, Baskelball Band, and High School Honors program Ma, fearth."

QUALIFICATIONS:

QUALIFICATIONS:

1. Minimum of Master's Degree. Doctorate preferred.
2. Successful experience as a jazz ensemble director at the high school and or collegiate level is required. Candidates with the ability to further desilop the area of jazz studies and with a background in Theory/Composition Arranging are preferred. Experience as a high school or collegiate band director (concert and marching) is desired but not required.
3. Strong interpersonal and communication skills with the ability to represent the University and band program in recruiting, alumni affairs, and public relations.

RANK/SALARY: Commensurate/tenure track

APPOINTMENT: September 1, 1992 DEPARTMENT AND UNIVERSITY: The Department of Music has 18 full-time faculty and an enrollment of approximately 175 music majors. The Department is an accredited member of NASM. The BM, BM, BME, MM, MA, and MME degrees are offered.

Jacksonville State University, a major regional university with an enrollment of approximately 8,000 students, is set in the beautiful Appalachian foulding of Northeast Alabama. The appealing residential community of Jacksondin (approx. 10,000 residents) is located between the nearby cuits of Annalong Gadsden with easy access to the cultural centers of Atlanta & Birmington Gausden with easy access to the cultural centers of Atlanta & Birminglum APPLICATIONS; Deadline: Open until filled. Screening of candidates will begin after May 31, 1992. Candidates are requested to submit a letter of application; résumé or vita of education, training, and experience; tenscripts; credentials, including at least three letters of reference; one audo cassette lape to include: the applicant's lazz band in live performance, obe band performances (if applicable), and solo performance on the application in the performance of the appropriate corresponding printed toxed program with the tape) to: Personnel Services, Jacksonville State University, 700 Pelham Road N, Jacksonville, Alakama 36265. An EO/AA employer.

Research & Assessment **Director**

Optical Data Corporation is the leading publisher, producer and distributor of videodisc-based educational programs. We curronly have an opportunity in our Research and Assessment Division. As Division Leader, this position would help the organization design and implement innova-live research partnerships with local school districts to assess student and teacher outcomes, contributing to the body of knowledge about technology in the classroom and enhancing program and product development and revision.

Requirements include: A minimum of eight to ten years exportence in classroom-based research with refereed publications, leadership ability to develop collaborative partnerships end to obtain buy-in from stakeholder groups, parinersnips end to obtain buy-in from statemoder groups, stillly to deliver both good and bad news internally and externally, experience working in the private sector, excel-lent platform speaking ability, a Doctorate in Education or related field. Teaching experience is desirable.

As Division Leader, you will enjoy a comprehensive compensation and benefits package in a creative and relaxed work atmosphere with an on-site fitness program. To apply. kindly forward your resume complete with salary history to Optical Data Corporation, 30 Technology Drive, Warren, NJ 07059. Attn: H.R. EOE MF/D/V

Data Corporation

(803) 599-2444. USCS is an AA/EOE. Minority candidates are strongly encouraged EOE. Childa Ethics for School of Religion, Erestie in History of Ancient and Medieval Renophy secessary and competence in discussion of Religion, experies in History of Ancient and Medieval Renophy secessary and competence in the second of the second control of the sec

Nursing: Polk Community College, Winter Haven, Florids. Nursing faculty. Full-lime lettiporary grant funded faculty position in NLN accredited Associate Degree Nursing Program for academic year 1992-93. Potential for cootinued funding and/or cooversion to lemure !rack position. Masser's Degree in Nursing with a major in either Pediatrica or Medical Suspical (Adult Health). current RN licensure in Florida or eligibility for licensure, and clinical experience in saching preferred with flexibility/capability to teach in other than primary gras of experies. To apply, contact the Personnel Office, Polk Community College, 999 Avenue II. Northeast, Winter Haven, Florida 33881; telephone 813-297-1970. Official applications, résumé and ittree letters of reference must be received no later than 4:00 p.m. June 10, 1992. Polk Community College is an equal access, equal opportunity employers.

Manaphy: Floid open. A one-year (possi-id Imenable for a second year), full-time without to be filled the instructor/assista-ted present fevel for the 1992-93 scadem-ter. Doctorate preferred. ABD re-served, miles to beach introductory phi-haphy, ethics, modern philosophy and Missophy of scionce, Seven courses per ray of al-4 calendar. Undergraduated as the same, experience, and objected on a charge, experience, and objected on the course per law of the control of the course of the course of the course per one charge, experience, and objected on the course of the co

histophy: Oklahoma City University is scripting applications for a tenure-track hashand Professor in Philosophy begindan Angust 15, 1992. Ph.D. required, tasking experience desired. Twelve hour ladge remeater. Summer reaching available, and per somester. Summer reaching available, and though reach one general education once each semester (Philosophy of Culme, loundaction to Ethics, Philosophy of Culments of Philosophy August, 1992. Ph.D. required and leaching and proper division Problems and issues in Control of the Control of t

Philosophy: A tenure-track position at the assistant or associate level is available for August, 1992. Ph.D. required and teaching experience preferred. Teaching to include a variety of standard undergraduate philosophy. phy and Cure Curriculum courses. Send letter of application, résamé, and references by May 22 to Dr. John Michols, Vice Prevident for Academic Affairs, Box 850, Saint Joseph's College, Rensselaer, Indiana 47978, AA/EOR.

Philosophy: Georgia State University. Contingent upon funding: 3 tempotary use year lost fuctorabins beginning September 1992. Ph.D. preferred. 8 courses ner year togater system) teaching bade philosophy and especially Losic and Critical Tlinking. Send complete dossier including 3 letters of reference and evidence of teaching excellence; to Search Committee 2. Philosophy, Georgia State University. Allanta, Gorgia 30303-3083. Deadline: May 29. GSU, a unit of the University System of Georgia; is an Equal Opportunity. Affirmative Action Employer 16-24382).

Philosophy / Religious Studies: Southern Conoccticut State University, Department of Philosophy, anticipates a tenure track position (brendins budget approxis) at the Assistant Professor rank, beginning Fall, 1992. Ph.D. required (completed and approved by July 1, 1992). The primary duties of the new member will be reaching introductory courses in Philosophy and directing the Religious Studies mipor program on



University of Southern Maine

Associate Director for Data Processing Student Financial Aid

The University of Southern Maine has an immediate opening for an Associate Director for Data Processing in its Student Financial Aid office Reporting to the Director, the Associate Director has primary responsibility for programming and data base management for the linancial aid data management system (FAMS). The Associate Director provides systems analysis, programming, and lechnical support for a highly diverse, constantly changing environment. The Associate Director is responsible for the development of policies and strategies to implement an effective, efficient, automated financial aid delivery system. While the person in this position will have primary responsibility in Student Financial Aid, she will also provide technical support for other areas in the Student Affairs Division, as new demands emerge.

Qualifications: Bachelor's Deerec, experience in and understanding of an

mands emerge.

Qualifications: Bachelor's Degree, experience in and understanding of appropriate programming languages, minimum of three years of experience in programming/data management in a position of progressive responsibility in systems and personnel management; an understanding of the interrelationship between people, policies, procedures, processes, and systems; and the ability to perform under pressure. Demonstrated organization/management skills and strong interpersonal communication skills. An understanding of higher education and experience with on-line systems is preferred.

Salary: Competitive salary commensurate with experience, pleasant work-ing environment, excellent fringe benefits, including medical insurance and a TIAA-CREF retirement plan.

Application: Send cover letter, résumé, and the names and addresses of three references to: Search Committee, Associate Director for Data Processing, Student Financial Aid, 202 Corthell Hall, Re: 102, Corham, ME 04038. Review of credentials will begin May 20 and continue until the position is filled. USM is an EEO/AA Employer.

OLIVET COLLEGE

Director of Multicultural Services

Olivet College, a coeducational, church-related, liberal arts institution with an enrollment of approximately 700 students, invites applications for the new position of Director of Multicultural Services.

new position of Director of Multicultural Services.

The Director of Multicultural Services has overall responsibility to provide leadership and direction in issues related to multiculturalism on campus. Primary responsibilities include: advising the senior administrators and faculty regarding the impact of policies and procedures on an increasing racially and culturally diverse student body, working cooperatively with all areas of the campus community to provide direction and support in designing programs and services related to multicultural issues; developing, implementing, and evaluating a comprehensive student development program for minority students; coordinating programs and services to assist minority students with their transition into and retention at the College; and services to the Vice President and Dean of Students.

A Backretonic denotes and two years of experience working with college.

Director reports to the Vice President and Dean of Students.

A Bachelor's degree and two years of experience working with college students on multicultural Issues is required. Preferred qualifications include a master's degree in counseling, student personnel or related field plus two or more years of experience working with multicultural programs and minority student concerns. Applicants should submit a letter of interest, résumé, salary requirements and the names, addresses and telephone numbers of three references to: Dr. Shirley M. Erickson, Vice President and Dean of Students, Olivet College, Olivet, Michigan 49076. Review of applications will begin june 1, 1992 and continue until the position is filled. Olivet College is an equal opportunity employer and encourages applications from women and minorities.



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THE EQUIPMENT you're no longer using on your campus may be just the thing that faculty members at other institutions are looking for. Let them know about your surplus material: Use The Chronicle's Bulletin Board pages to get the word out among our more than 400,000 readers at over 3,500 colleges, universities, and other organizations.

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The Chronicle's Bulletin Board is THE ACADEMIC MARKETPLACE

... and not just for jobs.

ASSISTANT DIRECTOR FOR INSTRUCTIONAL SERVICES

The Assistant Director for Instructional Services at the Media Resources Center promotes effective and innovative uses of instructional technology; provides instructional design services; coordinates MRC's role in distance education; and oversees the MRC's media services operation.

The successful candidate will have a master's degree minimum in instructional technology or related field; three to five years' experience in instructional design; expertise in development of multimedia instructional materials; knowledge of distance education technologies; demonstrated ability to help clients design effective presentations; experience in management of media services operation; and strong communication skills.

WSU's Media Resources Center provides audio, video, graphic, and photographic design, production and support services to the campus community. Distance education is made possible by a metropolitan cable system and ITFS channels.

The Wichita State University is the only urban institution in the Kansas Regents' system and has an enrollment of nearly 15,000. With more than 60 undergraduate and 50 graduate degree programs, the University offers majors in business, education, engineering, fine arts, health professions, and liberal arts and

Send resume and one-page statement of your vision for the future of instructional services to Charli Frederick, Media Resources Center, Wichita State University, 1845 Fairmount, Box 57, Wichita, KS 67203. Application deadline: June 13, 1992, or the first of each month until the position is filled.

Finalists will be required to send a videotape of a successful instructional design project.



Wichka State University is an Equal Opportunity/Affirmative Action Explic

WESTERN CONNECTICUT STATE UNIVERSITY

GOVERNMENT DOCUMENTS/ PUBLIC SERVICE LIBRARIAN

Anticipated Tenure-Track Position

RESPONSIBILITIES: planning and coordinating of collections and services of a selective Federal Depository Library, general reference service; faculty liaison program; bibliographic instruction.

REQUIRED: an MLS degree from an ALA-scredited program; minimum of two years' recent experience working in a government documents collection and facility with standard U.S. Government document reference sources, relevant general reference experience; good organizational and interpersonal skills and a record of working well with others.

PREFERRED: an additional advanced academic degree or substantial grad-uate study, working knowledge of current library technology and automation, experience in a WAX environment; provious experience teaching library and bibliographic instruction classes; previous supervisory experience; evidence of participation in professional activities.

Send letter of application, resume, and names, addresses and telephone numbers of three (3) references to: Chairpesson, Library Search Committee, Heas Library, Western Connecticut State University, 181 White St., Danbury, CT 06810. Review of resumes will begin June 20, 1992 and continue until the position is

An Equal Opportunity, Affirmative Action Employer

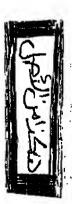
billiles: Teach Physical Education Theory and Methodology Courses, Skills Closses, Aqualics Classes and Student Teaching Supervision. Support and develop areas with in the specializations of Teacher Education and Aquatics, Qualifications: M. S. Begree in Physical Education/Ph.D. required within six years of Initial appaintment, Minimum of three years of gubits exhual teaching experience, Antisaic certification preferred including current ARC Water Safety leastructor Trainer and Lifeguard Training instructor. Coolean: Sent letter of application, resume, transcripts, and three feiters of recommendation to Dr. Joan E. Barbarich, Physical Education Department, Southern Connecticut State University, New Haven, Connecticut 615. Application will be accepted until position is filled. Funda an Interim basis. The candidate should be interested in cross-cultural work in Philosophy and Religious Studies and be prepared to teach introduction to the Study of Religious Studies through the same studies through the total arts all-university requirement in Philosophy. Competence in Bio-Medical Ethics and interest in applied ethics desired. Area of specialization open. Opportunities to teach in roterdisciplinary Hongs College and assists in production of major philosophy journal. Primary concern, however, is for someone dedicated to undergraduate teaching. Course load 12 hours per semester. Participation in self-governance committees expected. The university is very supportive of research, publication and professional activities. The university is very supportive of research, publication and professional activities. The university and professional activities. The university encourages applications by women and minority candidates. A letter of opplication, vises, letters of necounterdal lon and an article or the tis chapter should be submitted by the deadline of June 1. 1992 to Ken Garzke, Chair, Department of Philosophy, Southern Connecticut State University, New Haven, Connecticut 06515. EEO/AA. accepted until position is filled. Funds rending. Southern Connecticut State Uni-versity is an AA/EO employer. Women misorities and health appears encouraged

Physical Education One year (temporary) appointment be signific Attains 34, 1992 and extending through May 8, 1993. Teach Sociology/Psychology of Physical Activity and History and Philosophy at the undergraduate and graduate levels. Actilitional responsibilities methying the candidates' expertise will be assigned. Fostion to be filled pending approval of Central Administration approval. Send vita, I latters of recommendation, and transcripts to Chair, Sociology/Psychology Search, Committee, School of Physical and Health Education, University of Wyoming, Laramie, Wyoming 82071-3196.

Physical Education: Physical Education De-partment, Instructor/Analytent Professor (Search #92-89). Rank and Salary: Tenure-track position. Bestmins Full 1992. Salary analysis with accordence. Responsi-

lo spoty.

Physical Education: Physical Education Department, Assistant Professor (Search #92. 90). Rank and Solary: Tenute-track position. Beginning Fall 1992. Salary commensurate with experience. Responsibilities: Teach occurses in Anatomy/Physiology, ¼4, nestology or Sport Medicine, advise students, conduct research and possible liests advisement. Qualifications: An earned doctorate is preferred but an AID may be considered. Fenching experience in the above sciences preferred. Contact: Send letter of application, résumé, transcripis, and three letters of recommendation to Dr. Joan E. Barbarich, Physical Education Department, Southern Connecticut State University, New Haven, Connecticut OSIS, Application Department, Fusical Physical Education State University is an AMEO cumioner. Women, minorities and handicapped are encouraged to apply.



DIRECTOR **TECHNICAL SERVICES**

A leader in technological education for over a century, Georgia Tech is seeking a highly motivated, experienced, information management professional to serve as Director of Technical Services who meets the

- Bacholor's Degree from accredited college or university in an appropriate field. Maater's Dogree preferred
- Ten or more years of progressive technical and management experience in information technology encleavors, such as user services, systems programming, network support, or application systems design and development. a
- Knowledge of hardware and software aspects of large-scale distributed heterogeneous computing systems.
- A strong customer-service orientation.
- Skill in technical writing and oral presentation
- Ability to provide service to a campus community that includes approximately 12,000 students and 3,500 faculty and staff with a wide range of expertise in the use of computing and network-

Reporting to the Associate Vice President for Information Technology, the Director of Technical Services is one of five directors with primary input for the continued enhancement of a comprehensive computing environment at this major research university.

This Director provides leadership and management of computer: hardware, operating systems, accounts, security and operations. The computing militar includes a campus network of mainframe, mini, and micro computers and associated operations systems.

Along with professional development apportunities, Georgia Tech offers competitive salaries and excellent benefits, including several attractive group insurance programs and tax deferred annuities. Resumes and supporting meterial should be sent to:

Mr. Gary Watson,
Associate Vice President for Information Technology,
Georgia institute of Technology,
Cade CDSM-83, Office of Human Resources, Atlante, Georgia 30332-0435.

Georgia Tech-

Associate Director of Admissions & Records San Diego State University

Records and Registration

Responsibilities: Under general supervision of the Director of Admissions and Records, this Associate Director is responsible for the areas of registration, academic record maintenance, public information, and record systems production and development. He or she will work closely with University departments to facilitate services to students and alumni. will work closely with University departments to lacilitate services to students and alumni. Qualifications A master's degree is required, preferably in business or public administration, data management, student services or related areas. The successful applicant public and services or related areas. The successful applicant publicant or student record systems. He or she must have demonstrated ability in computerized secords systems and in interpreting data reports; must be able to independently interpret and apply a wido variety of program rules and regulations. The incumient must be able to pilan, organizo and implement a wide variety of programs and to work with presonnel trioried in those programs. The incumbent must be supportive of staff divelopment programs and must have excellent interpersonal skills and the ability and experience to work with three groups of students, parents, staff and the Community. Salary: Starting salary will be in the range of \$55,000 to \$65,000, depending upon expenence and qualifications of the applicant. An attractive benefits package is available.

Application procedures Screening of applications will begin june 1, 1992 and will continue until the position is filled. Qualified applicants should send a returné and a list of professional references with a cover leuer to: Admissions and Records Scarch, c/o Employment Services, San Diego State University, San Diego, CA 92182-0241. SAN DIEGO STATE UNIVERSITY IS COMMITTED TO A DIVERSE WORKFORCE AND AFFIRMATIVE ACTION AND IS AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOY-ER. SAN DIEGO STATE UNIVERSITY DOES NOT DISCRIMINATE AGAINST PHYSICAL-ITY CHALLENGED PERSONS,

Physical Education/Athletics: Physical Edu-cation/Women's Baskatbati Coach. In-structor/Asistrant Professor. Tenore-track, line-month position. Master's required. Additional culcation and experience pre-ferred. Send letter of application, all tran-scripts and three letters of reference by june 1, 1992, to Wayne Cooper, Chalman, Department of Health, Physical Education and Recreation, Abraham Basilwin Col-lego, Box 25 ABAC Station, Titton, Geor-gia 31794. AA/REO.

Physical Education/Recreation/Health: Fac-ulty position to teach elementary school physical education methods, recreation adry and tank negotions. Sent resume any references to Dr. Tom Appeareller, Hox 3012, Wingate College, Wingate, North Caroline 28174, Wingate is a barcalsureatelevel, iberal arts college of about 1,400 audenis, offrming the Caristian perspective and seeking individuals who share those values, AA/EOE.

Physics Teaurs Irack. Instructor or Assistant Professor. Primary teaching duties will include lecture and laboratory sections of general physics and physical science. Minimum requirement M. S. in physics. Other qualifications include interest and ability in teaching undergraduals students, communications skills, as well as experience in electronics, computer interfacing and computer-sided-instruction. Send letter of application and resume with names and addresses of at least 3 references no later than Juno 19 to Physics Search, Department of Chemistry and Physics, Armstrong State College, Savannah, Georgia 31419-1997. AA/EOR. Georgia is an Open Records Law State.

Political Sciences Morningside College invitos applications for a tenure-track Assistsnu/Associase Professor position of Political Science beginning August, 1932. Ph.D.
preferred, near Ph.D. considered. Ph.D.
required for tenure. Teach a variety of traditional Political Science courses. Sociality in American Government preferred. European Governments and International Relations areas licipital. Salary and rank
commensurate with qualifications. Send
application, there current letters of reference and transcripts to R. Franklin Terry,
Dean of the College, Morninside College,
Soux City, lows 11105. All credentials
abould be received by June 15, 1992. For
further taformation call Dr. Frank Terry
(712) 274-5103. An Equal Opportunity Employer.

Political Science: Tenure-track position, effective September 1, 1992, for assistant professor of political science. Ph.D. preferred: A.B.D. considered. Required: Milwimbin of iwo years' full-time college teaching experience, experience as pre-lew advisor, and knuwledge of law school admission requirements in Southeast. Send application letter, vita, all codege transcripts, at least three current jetters of recommendation by June 1, 1992, to Dean David M. Taylor, Livingston University. Studen #23, Livingston; Alabama 35470. No consideration will be given to incomplete applications. Minority spriitations excouraged. Equal Opportunity Hoppings.

Psychology: Psychologist. The University of Southern California Student Counseling Service is zeeking a full-linge (37.5 per week) psychologist to beain Sopiember (1992. This is a permanent 12 month position which includes the University benefit package. Salary is competitive. We anticipate additional openings this summer. The provision of short-term psychotherapy, cri-

Office of the President University of Maryland at College Park

Director, Maryland Fire and Rescue Institute

The President's Office of the University of Maryland at College Park is searching for a professional to serve as the Director and chief executive officer of the Maryland Fire and Rescue institute. The institute staff currently includes full-time and part-time faculty who maintain training and educational programs for Maryland's many volunteer fire, rescue, and emergency medical service companies, its several large career services and its industrial fire brigades. The occupant of this position interacts with the University administration, campus programs, and state and national fire, rescue, and emergency medical service communities in both the public and private sectors on a

The successful candidate for this appointment will hold an earned master's degree in a relevant field with a doctorate degree preferred but not required. Experience with fire, rescue, and emergency medical services, both public and private, is necessary. Knowledge of applicable national certification standards and educational systems is required. Excellent interpersonal skills and strong leadership skills are essential. The successful candidate will demonstrate progressively responsible experience in the management and administration of a large, relevant organization.

The position is classified as that of Rull-Time Academic Administrator; salary will be commensurate with professional and educational qualifications and

For full consideration, please reply before July 1, 1992. Applicants should provide a letter of interest along with a complete resume and the names of at least three references. Letters should be addressed to Professor Ralph Bennett, Chair, MFRI Director Search, President's Office, Room 1108, Main Administration Building, University of Maryland, College Park, MD 20742-5025.

The University of Maryland is an Affirmative Action, Equal Opportunity Employer. Minorities and women are encouraged to apply.

Director of Library and Media Services

Asignst 1 opening to be responsible for slevelopment and daily administration of services, staff, and budget of Library and Media Services. College is looking for individual who is challenged to take leadorship and participatory role is insulamentation of integrated library automation system, expansion of media services and multimedia capability, and enhancement of information literacy across the curriculum.

and eithencontent of Information literacy across the curriculum.

MLS from ALA-accredited school, minimum three years' experience in neademic library and media resources in progressively more responsible positions, demonstrated knowledge and understanding of integrated library automation system and application of computer telecommunications technology in modern library and multimedia applications in higher education, experience in budget preparation and management, supervision, and planning, along with superior communication and interpersonal skills and ability to work effectively with each segment of college community required. Ph.D. preferred, Pull-time, 12-month, ionure track position reporting to Associate Dean. Starting selary range \$37,000-\$48,000 based upon credentials and experience. Apply with letter, résumé, and three letters of reference by June 15:

Dr. Joseph F. Testa Associate Doan of Instruction



ESSEX COMMUNITY COLLEGE Baltimore County, MD 21237

Essex Community College is committed to Affirmative Action and Equal Opportunity

UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL

Assistant Director of Admissions/ Minority Emphasis

Emphasis on minority student recruitment. Responsibilities include seven weeks of recruitment traval, interviewing, correspondence, applicant evaluation, and planning recruitment events. Qualifications: Bachelor's dagree required, Master's degree and previous admissions experience preferred. Strong writing and speaking akilis essential. Position available immediately following search. Salary: \$20,000-\$26,000.

Send letter of application, résumé, and ilst of three references by June 15, 1992, to:

Dr. James C. Waiters Director of Admission University of North Caroline at Chapel Hill CB ≢2200, Monogram Club Chapel Hill, North Carolina 27599-2200

An Affirmative Action, Equal Opportunity Employer.



An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe -

every week in The Chronicle.

Reference Librarian

Environments Position is based in the Reference Department of the Richter Library and reports to the Head of Reference. Patrons inclode graduate and undergraduate students as well as faculty. Department provides service for reference materials, indexes, periodicals, CD-ROM dutaluses, card entaing, and the new online catalog. The University of Mianut Library system, with holdings in excess of 1.7 million volumes, is a menuter of the Association of Research Libraries and the Contactor for Hesearch Libraries. Center for Itesearch Libraries.

Responsibilities: Service at the main Reference Desk and the Covernment Publications Desk for 10-15 hinurs per week; including one evening per week and weekend rotation. Some supervision of library assistants. Assists according to skills and background with bibliographic instruction, collection development, and online searching. Participates in university and library committees.

Qualifications Required MLS from an ALA-accredited library school or foreign equivalent. Minimum 3 years' experience in reference sentee audior literary research. Background in English-language literary research. Background in English-language literature. Training in online information retrieval. Effective communication skills. Ability to work well with faculty, students, and colleagues. Preferred: Second Master's in subject area. Background in the fine and Supervisory experience highly desirable. Experience with online cablogs, CD-ROM dalabases, bibliographic instruction, and/or collecton

Appointment: Twelve-month lenure-earning faculty appointment Libertinis are expected to meet the University's criteria for promotion and terrare which require research, publication, and involvement in the profession.

Solary: Starting salary range \$28,500-\$33,000, depending on experience and qualifications.

Benefits: Paid pension plan options including TIAA/CREF, paid like insurance, partially paid medical/dental insurance plans, 22 days pad vacuation, moving allowance, University assistance with house fluor Available: Immediately.

Closing: For full consideration, apply before June 30, 1902. Send application letter, résumé, and manos of three references to Ronald P. Naylor, Assistant Director for Systems and Technical Services, University of Miemi Library, P. O. Box 2-19214, Coral Galiles, Fl. 3312. Frellminary interviews available at A1.

University of Miami is an Equal Opportually, Affirmative Action Employer.

WITTENBURG UNIVERSITY

Wittenburg, a four year liberal arts institution affiliated with the Evangelical Lutheran Church, is accepting applications for the following positions:

RESIDENCE HALL DIRECTOR: Bachelor's degree to quired, Master's degree preferred. Responsible for 150-220 student residence hall, supervision and training of student staff, community development, discipline, hall government advite-ment, crisis intervention, conflict resolution, programming, general administrative duties. Salary plus room & board, ten nonths starting August, 1992.

RESIDENCE HALL DIRECTOR/STUDENTACTIVITIES ASSISTANT FOR WOMEN'S PROGRAMMING: Matter degree in Student Personnal or related field required. Residence hall experience and experience with women's issues program ming preferred. Hall Director responsibilities noted above. 10-15 hours/week coordinating programs of special interest or concern to women, coordinate women's center, campus resource for women's programming issues. Salary plus room & board, ten months starting August, 1992.

Send cover letter, resume, names and telephone numbers of three references to: Mr. Edward M. Dungan, Director of Human Resources, Wittenburg University, P. O. Box 724, Springfield, OH 45501. Applications will be accepted until the positions are filled with review beginning immediately. AN EOB.

wittenberg

sia intervention and group counseling as well as supervision and training of interns in the center's fully APA-accredited internship and consultation to the University Community are the major responsibilities. A doctorate in clinical or counseling psychology and cligibility for licensure as a California Psychologist are required. While this is a generalist, position demonstrated skills and interest in one or more of the following areas is a major assot: women's support groups; eating disorders, leabian issues; ethnic migority issues. Please subsupport groups; gating instruction, issues; ethnic minority issues. Please submit a letter of interest, resume, and three letters of reference by June [5, 1992. The search will continue until the position is filled. Bradford D. King, Ed.D.; Director, Student Counseling Services; University of Southern Californis; 3375 South Hoover Street; Suite K.; Los Angeles, California 90007-7796. USC is an Equal Opportunity, Affirmative Action Employer, Women and ethnic minorities are strongly encouraged to apply.

Psychology: Intern. Predoctoral Internship, Colgate University Counseling and Psychological Services. Ten-month, full-time paid internship for a person who has completed graduate course work including supervised clinical experience. Preference will be given to advanced doctoral students in clinical or counseling psychology; the minimum educational requirement is an M.Bd., M.A., or M.S.W. Position offers supervised work—univolved psychotherapy, primarily, with opportunities for group therapy, consultation, and outreach in a clinic providing mental health services to a small, private, liberal arts institution. Re-

Prychology: Christian Brothers University has a locure track, Associate Professor phasition available in the Department of the havloral Sciences-Psychology. Repossibilities of the position lackale lacking the regardunte psychology courses such sectorardunte psychology courses such sectorardunte psychology courses such sectorardunte psychology courses such sectorardunte psychology courses such sectorardunte, psychology openion, subtract and Research, Psychogathology, Psychological Testings, Social Psychology, Schological Testings, Social Psychology, Schological Testings, Social Psychology, Social

search interests encouraged and supported.
Appointment begins August [6, 1957; pl. pend \$15,000, plus senerous benefix. Applications should include vias and refrences. The review of applications will be immediately and continue until the opening limited. Applications and inquiries to Russelle, Ph.D., Associate Director, Conselius and Psychological Services, Contr. University, Hamilton, New York 1348.
1398. An Equal Opportunity, Affigurate Action Employer, Women and misorides are necouraged to apoly.

DIRECTOR OF CAPITAL CAMPAIGN AND

PLANNED GIVING Reports to the Vice President for Institutional Advancement and is responsible for:

Planning and implementing the institution's first capi-

Planning and supervising a broad range of development and fundraising activities including annual fund, corporate and foundations development, special events fundraising, planned giving and major gifts.
 Providing leadership and supervision to the Office of Development and working clusely with the Office of attempt Relations.

Qualifications: Bachelor's Degree required; carned graduate degree or its equivalent preferred. The successful candidate will have demonstrated success as a fundraiser within the context of a capital campaign and a proven record in working effectively with foundations, corporations, individuals and government agencies. Five years significant experience in development and fundraising required. Experience in a college or university environment is preferred. Candidate should be familiar with computerized Alumni/Development systems as a tool for fundraising, gift accounting, and prospect research, and should possess strong supervi-

sory and interpersonal skills. Salary: \$44,789.54-\$62,704.58

Salary dependent upon qualifications. Starting Date: July 1, 1992

Apply by: May 27, 1992 Send letter, resume (include V number) to: Hollie Stephens, Institutional Advancement, Montclair State, Box C316, V-58 ICHEL Upper Montclair, NJ 07043.

An Equal Opportunity/Atturnative Action Institution

MONTCLAIR STATE

Philadelphia College of Osteopathic Medicine Accepting Applications for

Philadelphia College of Osteopathic Medicine (PCOM) seeks candidates for the position of Dean. Established in 1899, PCOM is the largest college of esterpathic medicine and the ninth largest medical school in the country, with an undergraduate enrollment of 824 and 184 physicians in a broad array of postgraduate training programs under the direction of the college.

The Dean reports to the President and CEO of the college. Candidates must have a D.O. degree, a distinguished clinical background, strong leadership and administrative skills, and extensive experience in osteopathic medical education, Research experience and contributions to the scholarly literature highly desirable. Letter with expression of interest in position and curriculum vitae should be submitted to: Chairman, Dean's Search Committee, Philadelphia College of Osteopathic Medicine, 4150 City Avenue, Philadelphia, Pa. 19131

Indelegi Assistant or Associate Profestore Prophology, tenure Irack, to teach in a M.S. jo Counselling Psychology promo, beginnen in Agusti, 1997. This positions as Amount contract with opportunity is usuary teaching. Doctorate in Countries of Cinical Psychology required. Littender license oligible in Pennsylvania region. Work experience in a community and terrice sorting very desirable. Work experience in a community and terrice sorting very desirable. Work experience in a community to the second of the position will be principle duties of the position will be partice counseling practicum in the M.S. Impan. One tendergranduste course in respanding to the results of the results of the results so that the program consists of such particular leading lead. The program consists of such particular such particular

and the names, addresses and phone numbers of three references to Contrad Brombar, RD, Chair, Psychology, Christian budger, RD, Chair, Psychology, Christian budger, University, 650 Bast Parkway Soab, Hemphia, Teanessee 38104.

In Counseling Psychology property of the Psychology property of

Psychology Development/Child Psychologist. The Department of Psychology at Saint Francis College (Pennsylvania) invites applications for full-time Learne-track position in developmental psychology at the assistant professor tevel (Pn. D. resulted), beginning August 1992. Duties include: supervision of undergraduste research; student advising; teaching undergraduate courses in childhood and adolescence, adulthood, cominon, introductory psychology, and, possibly, either psychology testing or history and systems. He review of applications will begin June 1, 1992. The search will remain open until a suitable candidate is found. Send vita, letter of application, three letters of recommendation to: Psychology Search Committee, Department of Psychology, Loretto, Pennsylvania 15940. EOE.

Georgia Institute of Technology in Atlanta, Georgia

announces a position available AY 1992-93

Director, Division of Fine Arts

The Director of the Dwslen of Fine Arts will be administrative and academic head of the new Division of Fine Arts, charged with implementing a comprehensive plan for promoting the arts on campus and coordinating educational programs in the arts. The Director will develop turbule for past and existing programs and esset with their providers. coordinating educational programs in the arts. The Director will develop funding for new and existing programs and assist with their growth and development. Primary qualifications for this tenure track position include an extensive background in arts education and demonstrated leadership in arts advocacy. Experience in school administration also helipful. Discoprate, near doctorate, or equivelent professional experience are required. Salary commencerate with experience.

The Georgia Institute of Technology, in the heart of Atlants with 12,000 graduate and undergraduate students, is one of the premiar public technological universities in the world. Georgia Tech has strong ties with the 1998 Centennial Olympic Gemes and will be the site of the Olympic Villags. A 1,200 seat Theatre for the Arts has just opened

Application review will begin immediately and continue until position is filled. Sand letter of application stating qualifications with current vita and supporting materials by July 1, 1992, to Professor Bucky Johnson, Chair, Search Committee, Georgia Institute of Technology, Music Department, Atlanta, GA 30332-0456, Phone 404/894-3193, Fax 404/853-8952.

Georgia Institute of Technology is a unit of the University System of Georgia and is an Equal Education and Employment Opportunity

Macalester College HALL DIRECTOR

Macalester College is a private, highly selective, co-educational insti-lution, located in the Twin Cities of Minneapolis and St. Paul. The College emphasizes quality teaching, research-based scholarships, internationalism, multiculturalism, and service to others. Challenging 10-month opportunity available August 1, 1992 for planning, organizing, and directing two residence halts, housing approximately 300 students.

Position requires B.A. degree and residential life supervising experience and an understanding of the liberal arts, small college experience

Total employment will normally not exceed two years. Initial appointment is for one year and assuming satisfactory performance, a second appointment will be offered.

Competitive salary, benefits, and room and board. Interested individuals please send a letter of application and resume

MACALESTER 1600 Grand Avenue 8t. Paul, MN 55105

Review of réaumés will begin on May 15, 1992, and continue until the position is filled.

An Equal Opportunity, Affirmative Action Employer

Saint Mary's College NOTRE DAME · INDIANA

DIRECTOR OF RESIDENCE LIFE AND HOUSING

Saint Mary's College, a Catholic, four-year liberal arts institution for wonten, is seeking a Director of Residence Life and Housing. Reports directly to the Dean of Student Affairs and is responsible for supervision of five residence halls, professional and clerical staff, substance abuse and sexual harassment programs, the development of co-curricular programs in the residence halls, and the administration of the College judicial system.

Qualifications include a Master's degree in counseling or related field plus 5 years' residence hall experience, including supervision of professional staff. Excellent writing and public speaking skills are necessary as is a commitment to women's issues and the values of a Catholic liberal arts tradition. Salary commensurate with education and experience. Excellent benefits. Starting date no later than August 1, 1992. Please send resume and names and telephone numbers of three professional references by June 1 to:

Debra Kelly-Walsh Director of Personuch Saint Mary's College Notre Dame, 1N 46556 Equal Opportunity Employer

A calendar of forthcoming meetings, conferences, workshops, and institutes of importance to scholars and college administrators -

every week in The Chronicle.

Director of Human Resources Faculty of Arts & Sciences

In this position you will be responsible for human resource activities for over 2000 professional, administrative and support staff in the Faculty of Aris and Sciences, including its adjunct and affiliated units. You will oversee the design, implementation and evaluation of policies and practices in the areas of employment, compensation and banefit administration, training and career development, affirmative action, staff and labor relations. and strategic personnel planning and organization. This position reports to the Dean and the Administrative Dean and serves as a consultant to faculty and other senior administrators for analyzing and evaluating organizational needs. Additionally, you will develop and maintain effective working relationships with faculty and staff as well as work closely with the Director of the University Office of Resources, the FAS Senior Advisory Committee for Human Resources, Directors of other Human Resource Offices around the University, and representatives of the Harvard University Cherical and Technical Workers (HUCTW) Union to devolop and implement effective University wide policies in keeping with mandates established by the University Human Resource Policy Council.

B.A. required: advanced degree and experience at Har-B.A. required; advanced degree and experience at har-vard, especially in an academic unit, highly desirable. Substan-tial experience at a senior management level in an academic environment with strong skills in human resource areas, demon-strated ability and commitment to lead a dynamic and broad-based human resource program; strong problem solving, planning, strategy development, and organizational skills; proven ability to dovelop and manage service functions, stall-and burdest.

Please send cover letter and resume to: Helen B. Wanderstock, 20 University Half, Harvard University, Cambridge, MA 02138.



Harvard is an Equal Opportunity Employer with an Affirmative Action plan Women and minonty candidates are encouraged to apply

ASSOCIATE DIRECTOR Center for International Studies

Hiram College, an independent, coeducational and selective undergraduate liberal arts college in Northeastern Ohio, invites applications for the position of Associate Director. Center for international Studies beginning August 1, 1992. Responsibilities of this newly created position include the oversight of the international extramural studies programs, international curticulum development, international student advising and supporting the activities related to international student recruitment. The Associate Director will report directly to the Director of the Center for International Studies, Applicants should have a minimum of 3-5 years' experience in international studies preserably in international student exchange programs with a minimum of a Master's degree. The ideal candidate should be enthusiastic about working with international students and faculty from many different cultures with diverse perspectives. Hiram College places the laculty/student relationship as the center of its mission and expresses this mission through its intendisciplinary curriculum and excellent study abroad programs. Applicants should submit a lattor of interest, resume and three references to: Dennis Taylor, Dir. of the Center for International Studies, Hiram, College is an Equal Opportunity Employer; women and minorities are encouraged to apply.

ASSISTANT REGISTRAR

Heldelberg College is seeking applications for an Assistant Registrar. The Assistant Registrar will assist with the administrative and operational func-tions within the office of the Registrar, and, in addition, will be responsible for institutional research and the development of computer programs. This is a

Applicants must have a Bachelor's degree, programming experience with INFORMATION, Uni Verse or a strong record in computer programming. A letter of application, resume and names of three references should be sent to: Jeannine Currs, Vice President for Administration, Heidelberg College, 310 E. Market Street, Tiffin, Ohio 44883.

Heldelberg College is an Equal Opportunity, Affirmative Action Employer.

femules encouraged in apply. AA/EEO.

Psychology: The Psychology Department of East Central University Invites Ph.D. level Psychologist applicants (Clinkell preferred) for a tenure track position to begin August 24, 1992. For either an entry lavel Assistant Professor position or an entry lavel Assistant Professor position or an experienced Psychologist to serve an Chalman of an undergraduate psychology program and a Master of Science in Psychological Services Program. Responsibilities will include tooching undergraduate and graduate level courses, such as General. Abnormal. Assessment, and 1/O. Salary dependent on qualifications and whether or not the position is Chairman. Instructor or Assistant Professor. Applications will be reviewed as received. Send tester of interest, vias, and tale transcripts. and three letters of reference to: Mr. Dale Hayden, Personnet Office, Bast Central University, Ada. Oklabums 74820. East Central University is an EOE/AA.

Psychology: See Wisconsin-La Crosse po-sition under Counseling, this issue.

cover letter, vita, official transcripts, and three letters of recommendation should be sent to: Dr. David Kreiner, Search Committee Chair, Department of Psychology and Commetor Education, Central Missouri A4993-3899. All materials should be received by June 15 for full consideration, Central values diversity—minorities and samileant experience recept full materials should be received by June 15 for full consideration. Central values diversity—minorities and samileant experience required.



RULLETIN BOARD: Positions available

Metropolitan State College of Deriver

DEAN

SCHOOL OF LETTERS, ARTS AND SCIENCES

regolitan State College of Denver (MSCD) is accepting applications and probabons for the position of Dean of the School of Letters. Ans and Sciences.

sergonominators for the position of Dean of the School of Letters, Arts and Sciences omnators for the position of Dean of the School of Letters, Arts and Sciences toured in 1963, MSCD is the largest four-year baccalaurente public institution of the United States. The College places a high value on teaching, learning, and personal interaction with students and its committed to delivering quality undergodate decation, and to broadening both access and diversity. The faculty of MSCD are equally committed to service to the College and the surrounding formularly. The College is organized into three Schools: Business; Letters, Arts and Sciences; and Professional Studies. Located in downlown Denver, the College shares the 171-acre campus of the Auraria Eligher Education Center on two other postsecondary institutions. A full- and part-time faculty of 850 cerundergraduate degrees to a diverse and falented student body. Currently, MSCD provides educational opportunities to approximately 18,000 residents of the pater Denver metropolitan area.

the geater Denver metropolitan area.

The School of Letters, Aris and Sciences comprises sixteen academic Departments: Art, Biology, Chemistry, Earth and Atmospheric Sciences, English, Histoy, Journalism, Mathematical Sciences, Modern Languages, Music, Philosophy, Physics, Political Science, Psychology, Sucintragy/Anthropology, and Soech Communication. Floused in the School are a number of institutes and Science, the Institute for Intercultural Studies and Services, the Institute for Winni's Studies and Services, and MSCD's Center for Visual Aris, an art gafey located in downtown Denver. The Colurado Alliance for Science, a stewarderfort to encourage science and mathematics teaching and learning, is

takey to calculing the proportion of the property of the proportion of the property of the school, Recently, a Family Center has been developed and a Mathematics, Science and Environmental Education Center has been

proposed.

Re School of Leiters, Arts and Sciences offers the bulk of the General Studies conclum equired for all degrees. The School's 180 full-time and 300 particle lacely offer courses in 28 majors and 32 minors. Currently, over 4,000 salents major in programs in the School, and the School of Letters, Arts and Schools in the separable for 62% of the College's total credit hour production. Salents withing to earn certification as teachers choose a Letters, Arts and Sciences major, and some programs in the School also offer internships and coperative education opportunities.

coperative education opportunities.

Daties: Chief administrative officer of the School of Letters, Arts and Sciences, regoing to the Provost and Vice President for Academic Altairs. With the address of the School's faculty and Chairs, the Dean is responsible for the future designent of the curriculum; strategic planning and administrative oversight, reloting recruitment and appointment of faculty and staft; budget; external relations; and fund raising. The Dean will the expected to advance the quality of undergrabute programs in the School of Letters. Arts and Sciences, their relationships with other academic units, and their significance to the College's etemal environment. The Dean will also be responsible for establishing and relationing appropriate ties among the School and the literary, scientific, and ats communities, and will be expected to provide visionary leadership in sengional metalong the role of the School and the College as contributors to the college are contributors.

Qualifications: The successful candidate will be a strong leader, with excellent

Qualifications: The successful candidate will be a strong leader, with excellent integernal stills, and demonstrated success in team building and academic plants. Accomplishments must include: 1) sufficient background to quality to a bound senior faculty appointment; 2) successful administrative experience with liberal and and sciences programs; 3) established record of effective fand along and 4) substantial experience building cooperative ventures with both the public and private sectors. The successful candidate must possess an expedit doctorate in a discipline appropriate to the School of Letters, Arts and second, and must also have demonstrated skill and effectiveness in working with culturally diverse populations and in recruiting and retaining students and early.

Rank and salary for this position will be based on credentials and experience Appointment includes a generous tringe benefit package. Appointment is expected August 1, 1992, or as soon thereafter as passable. NOTE: Screening of applications will begin in mici-May 1992. Applications will be accepted until

Application Procedure: Send a letter of application relating the applicant's spallications to duties and requirements of the position, a current Curriculum Viae, and the names, addresses and telephone numbers of at least tive new-rooms.

Dr. Jodi Weizel
Professor of History and Director
Institute for Women's Studies and Services
Metropolitan State College of Denver
Campus Box 36
P. O. Rox 173362
Denver, Colorado 80217-3362

METROPOLITAN STATE COLLEGE OF DENVER
IS AN EQUAL OPPORTUNITY EMPLOYER, APPLICATIONS FROM
MINORITIES AND WOMEN ARE PARTICULARLY INVITED

ter prerquisites. Master's degree prefined, bachelor's degree required. Experiose with 1A's SIS would be a plus. Seed
ther, fisund, and namewaddresses of
the references to John Pierce, Registrar,
Gostetom University, Washington, D.C.
1805-1803, Applications received by June
1, 1832 will be given first consideration.
1, 1832 will be given first consideration,
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Research: Research Assistant Professor to design, implement and supervise a research program to develop in vitro and in vivo models of ophibital (skint carcinopenests) develop a series of epidermal lissue culture models to assets potential novel candidate genes involved in molecular carcinopenests; production of transpeale mice expressis production of transpeale mice express.

models to assess putential active models to assess putential active models and administration of transpenie mice expressing targeted viral and mammaliam oncogeness in the epidermis. Must laxer Ph.D. in Medical Oncolony or Blochemistry; 3 years' postdoctoral experience in cellular and molecular biology of epidermal cardiocetion, development of transpenic mice and allied molecular carcinogenesis techniques; Sarticles in per-reviewed journals in the area of cancer research. 344,000 year; 40 + hours/week. Apply at the Texas Employment Commission, TEC Bulking, Austin, Texas 78778, Joh Order \$6857307. Ad paid by an Equal Employment Opportunity Employer.

Research: Research Associate poshion available. Job duties; develop new mathematical and statistical approaches for analyses. Publish research results and make presentations before experts in the field. Conduct research utilizing new statistical methodologies and advanced software for policy and competitiveness analyses. Maintain and develop software programs for the Institute's research databases, including systems eaghrering and engineering systems eaghrering and engineering design. Required qualifications: Doctoral degree in economics and some coursework or experience in engineering. One

hearche Research Associate. Survey, moitre and snallyze legislation in the areas of AliDS; sporkers' compensation; minority legis; sporkers' compensation; minority legis; sporkers' compensation; minority legislation from summaries of HIV/AIDS legislations and statistical policy makers. Prepara monthly sypopses at overviews of HIV/AIDS legislation and statistical policy and policy makers and inhibitour, policy analysis, and the media

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DEAN

SAM M. WALTON LEADERSHIP CHAIR College of Business Administration

UNIVERSITY OF ARKANSAS

Applications and nominations are invited for the position of Dean, College of Business Administration. This individual also will be the first holder of the Sam M. Walton Leadership Chair in Business.

Responsibilities: The Dean provides academic, intellectual, and administrative leadership to the College and reports directly to the Vice Chancellor for Academic Affairs. The Dean is responsible for improving and promoting the quality and effectiveness of the College's instructional, research, outreach, and development programs. The basic budget for the college is more than \$8 million with a permanent endowment of \$12 million.

Qualifications: Candidates should have either (1) an earned doctorate in business administration or economics and qualify for appointment as a tenured professor in the college or (2) a business background with an outstanding record of leadership and achievement and a demonstrated commitment to and an understanding of higher education.

Candidates will be evaluated using the following guidelines:

- Ability to lead and successfully manage professionals in an academic setting;
- Commitment to excellence in teaching, research and service, with maintenance of an appropriate balance among the three:
- Success in securing external support and/or supporting fund-naising activities;
 Understanding of, and experience with, the AACSB accreditation process;
 Personal qualities that will facilitate working relationships with the University, its alumni, and among
- Commitment to Affirmative Action, Equal Opportunity, and cultural diversity

University Environment: 'The University consists of the Colleges of Agriculture and Home Economics, Arts and Sciences, Business Administration, Education, and Engineering, as well as the School of Architecture, Graduate School, and Law School. There are 800 faculty members and enrollment is approximately 14,000 students, including about 2,000 graduate students.

The College of Business Administration consists of approximately 80 full-time faculty serving approximately 2,800 undergraduate students and more than 200 graduate students. The College is organized into six academic departments—Accounting, Computer Information Systems and Quantitative Analysis, Economics, Finance, Management, and Marketing. Baccalaureate and Doctorate of Philosophy degrees are offered in each of the departments, while master's degrees are offered in Accountancy, Business Administration, and Economics. In addition, the College supports the Bessie Moore Center for Economic Education, Bureau of Business and Economic Research, Small Business Development Center, County Management Information System, and Outreach Center (including both entrepreneurial services and management education). The College of Business Administration and the Department of Accounting are both AACSB accredited at the baccalaureate and

Salary: The individual selected as Dean also becomes the first holder of the Sam M. Walton Leadership Chair in Business. The Sam M. Walton Leadership Chair has a substantial endowment that will allow a total compensation package that is very competitive with doctoral-granting AACSB Colleges of Business Administration and the Chair was a substantial endowment that will be substantial endowment that will allow a total compensation package that is very competitive with doctoral-granting AACSB Colleges of Business Administration and the substantial endowment that will allow a total compensation package that is very competitive with doctoral-granting AACSB Colleges of Business Administration and the substantial endowment that will be substantial endowment the substantial endowment the substantial endowment that will be substantial endowment the substantial endowment the substantial endowment that will be substantial end tration. In addition, the Chair endowment will provide support of college-wide activities of interest to the

Goneral Information: The University of Arkansas is in Fayetteville, a community of 45,000 located 115 miles east of Tulsa, Oklahoma (a metropolitan area of over one-half million people). Fayetteville, with clean air and pure water, provides a high quality of life and one of the lowest cost of living indexes in the country. Located in rolling, wooded country in Northwest Arkansas at the edge of the Ozark Mountains and Beaver Lake, Fayetteville enjoys some of the best scenery in the country. Nevertheless, the dynamic trade area contains over 210,000 people and the home office of such publicly-traded companies as Wal-Mart, Tyson Foods, and J. B. Hunt Trucking Company. Other major employers are found in the manufacturing, retail, medical, utility, governmental and educational sectors.

Applications and Nominations: The Search Committee will begin screening applications in mid-May, 1992. Applications and nominations will be accepted until the position is filled. The person chosen should be able to begin by July 1, 1993, though an earlier date is preferred. Complete applications must include a résumé of education and experience (and the names, addresses, and telephone numbers of three references). Nominations and applications should be sent to:

Dr. Neil M. Schmitt, Chair Search Committee for Dean of Business Administration College of Engineering, BELL 4183 University of Arkansas Fnyetteville, AR 72701

Women and minorities are encouraged to apply. The University of Arkansas is an Equal Opportunity, Affirmative Action Institution

Director of M.A.T. Program

Tenure track position at Assistant or Associate level with teaching and administrative responsibilities. Ph.O. in English Education, Language/ Lileracy, Rhetoric, or Composition Theory with at least five (6) years experience in secondary education and teacher preparation. Review of applications will begin May 22, 1992. Send letter of application, vide and three (3) letters of recommenda-tion, to Elizabeth Cooper, Director of Human Resources, RMER COLLEGE, 420 South Main Street, Nashua, NH 03080.

Employer

State

Rivier College

Reading/Supervision: Tenure track, assistant professor. Earned doctorate required. Three years' successful teaching experience at the elementary, middle, or high school levels. College teaching experience preferred. Current knowledge of technology in education. Evidence of research skill. Demonstrated ability to work with inservice teachers in public schools. Experience working with diverse populations is desirable. Position beginning August 23, 1992. Send a fetter of application including a summary of education background and employment, virus, three letters of recommendation and official undergraduate and



A complete list of the latest government grants, foundation grants, and private gifts to colleges and scholars -

every week in The Chronicle.

DEAN

COLLEGE OF BUSINESS AND COMMERCE

Livingston University Invites applications and nominations for the podeon of the College of Business and Commerce.

Livingston University is a small state supported, general baccalaureate instantion with an enrollment of 2,000 students. The University is located in the Central Alabama and is within easy driving distance of metropolina area. The University has a College of General Studies, a College of Educator Graduate School, and a College of Business and Commerce.

The Dean of the College of Business and Commerce is responsible for the implementation and administration of all facets of the College, Duties including program development and evaluation, faculty development, and budges, planning and administration. The Dean reports directly to the Vice President or Academic Affairs.

Candidates must have a terminal degree in an academic discipline of the College of Business and Commerce and commitment to excellence in teaching. Creative leadership, effective communication skills and the ability for teaching creative decision-making are qualities expected for the successful candidate. The anticipated starting date for this position is September 1, 1992 he deadline for complete applications is July 15, 1992. Minority applications are encouraged. No incomplete application can be considered. Applications with resume, at least three letters of reference, and transcripts of all college work.

Search Committee--Dean, College of Business
c/o Office of the Vice President for Academic Affairs
Livingston, Alabama 35470

Livingston University is an equal opportunity employer

DEAN OF THE SCHOOL OF ARTS AND SCIENCES

Saint Bonaventure University

Position: Applications are invited for the position of Dean of the School of Arts and Sciences to be available September 1, 1992.

Description: Saint Bonaventure University is a liberal aris university in the Franciscan tradition with an enrollment of approximately 2,100 undergadiate students and approximately 500 graduate students. The Dean of Aris and Sciences is expected to be an innovative, dynamic leader committed to the highest ideals and standards of a traditional liberal education. The Dean uports to the Vice Président for Academic Alfairs and is responsible for curtoum, program, research, personnel, and budgeting activities of the unit. As advocate for all of the thirteen departments and several programs, the Dean's expected to sustain and enhance an environment of academic excellence.

Qualifications: An earned doctorate or terminal degree with cradent suitable for tenure in a department in the school and a distinguished record teaching and a cholarship are essential requirements. Prior administratives

Application: Letters of nomination are welcome. Full applications should include a letter of application, a current resume, and names, addresss and telephone numbers of five references. Screening of applications will begin on June 15, 1992 and will continue until the position is filled. Send applications on nominations to: Affirmative Action Office, Chair of the Search Committee to the Dean of the School of Arts and Sciences, P. O. Box CA, St. Bonavenium University, St. Bonavenium, NY 14778.

Saint Bonaventure University is an equal opportunity employer

Dean of Nursing and Health Professions

Opportunity for an experienced nursing educator to continue the growth of a unique NLN accredited nursing program sponsored jointly by Husson College and Eastern Maine Medical Center. This position provides an opportunity to play a major role developing expanded nursing education at the undergraduate and graduate levels and planning new programs in the health professions.

Applicants must have a Master's degree in nursing and an earned doctorate in nursing or a related area and demonstrate the aptitude for planning and developing programs in nursing and other health professions. Administrative experience in baccalaureate nursing education, a creative mind, and demonstrated leadership essential. leadership essential.

Review of applications will begin immediately and continue until a Dean is appointed. Application and nominations should be sent to:

Dr. Julian F. Haynes, Dean of Health Professions, Husson College, One College Circle, Bangor, ME 04401.



thip and service. Responsibilities and qualifications: Teach undergraduate and graduate courses in research methods and evaluation (including data analysis) and in recreation resource management. Prefer additional teaching expertise in one or more of the following areas: tourism, administration, foundations, or programming. Additional responsibilities include advisoment, university service, scholarly and professional activity, and occassional practicam supervision. Requires carned doctorate or ABD in recreation, parks, or leisure studies. Teaching and professional experience preferred. Expertise in microcomputer applications and statistical programs essential. Initially, send letter of application, vipa, copies of all transcripts, and names

DIRECTOR **FINANCIAL AID**

In this position, you will plan, direct and administer a comprehensive in-nancial aid program. Working in the Student Sarvices department, it will be your responsibility to administe scholarships, grants-in-atd, loans and other types of financial assistance, as well as supervise personnel in all operations.

The deadline for completed applica-tions is 5 p.m., Tuesday, May 12,

Applications must include the following. · A completed application form We highly recommend that applications also include the following. A current detailed résumé
 A letter of interest FOR REQUIRED APPLICATION FORMS AND INFORMATION CALL:

Maricopa Community Colleges Employment Office

AA/EOE. Women and minorities a encouraged to apply.

MARICOPA COLLEGES

Scottsdale **Community College**

Salary: \$40,410-\$47,987 Posting # 91920350 Closes: 5 p.m. on 5/12/92

Requirements include a knowledge of state and federal tinancial assistance programs and financial/statistical recordkeeping and reporting. A combination of education, training and experience in this field is mandalogy.

valory.

You must also have the shilly to plandfrect finencial aid activities, programs and staff. Reading, Interpreting and explaining college policies and procedures will be necessary to prapare and monitor various budgets and interpret stalls/ical data.

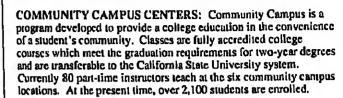
APPLICATION PROCEDURE

Employment Office Mon-Fri, 8 a m.-5 p m. Phone: (602) 731-8465

LEADERSHIP OPPORTUNITIES in Central California

Associate Dean of Instruction - Community Campuses Kings River Community College

MINIMUM STANDARDS: Includes a master's degree.



DUTIES & RESPONSIBILITIES: Include working with department chairs and Dean of Instruction in the development and growth of the Community Campus Centers; including needs assessments and establishing business and community relationships in the individual communities; responsibility for evening classes offered at other community campus sites; and for other evening classes offered at the main campus (Kings River Community College campus); developing and scheduling classes and directing activities to publicize and to promote instructional programs; serving as a liason between the department chairs, faculty, and student services at KRCC and the instructors at the community campus sites; responsibility for the process to evaluate instructors for improvement of instruction, for retention, and/or dismissal; making adjustments pertaining to enrollment according to registration trends and fiscal demands; responsible for budget recommendations and administration of the budget; reporting to the Dean of Instruction.

COMPENSATION: Salary is \$58,032 to \$73,104 based on amount of experience; plus \$1,044 for an earned doctorate.

Starting Date: 7/1/92 (or ASAP) Filing Deadline: 6/1/92

To find out how you can become a member of the team, contact the Personnel Office at 1525 E. Weldon, Fresno, CA 93704, or call them at (209) 226-0720.

Saint Joseph's College **DEAN OF ADMISSIONS**

STATE

CENTER

COMMUNITY

COLLEGE

DISTRICT

Saint Joseph's Colloge invites nominations and applications for an immediate opening in the position of Dem of Admissions. The Dean reports to the Vice President for Academic Affairs and has top responsibility for the operations of the Office of Admissions: pluming, budgeting, supervision of personnel, and acceptance of applicants. The successful candidate will have experience in Admissions work, understanding of and commitment to Catholic liberal arts education, and developed management skills. Salary and henefits are competitive. Women and minorities are encouraged to apply (AMEOE). The College is located in an attractive rum setting in Northwest Indiana. Academic majors are strong, and the College has a widespread reputation for its intellectually stimulating Core Curriculum. Please soud a letter of application, a résumé, and references by May 27 to Dr. John Nichols, Vice President for Academic Affidrs, Dox 850, Sufut Joseph's College, Reusselaer, Indiana 47078.

When you need to fill a job fast

There's nothing in all of Academe to compare with The Chronicle's "Bulletin Board" pages:

- * Get your ad to us by 2 p.m. Monday, eastern time, just 31/2 days later it will be printed and on its way to our 418,000-plus readers.
- * We'll gladly set the type for you, without charge—in either agate or an attention-commanding "display" format. If you prefer, we'll use your camera-ready copy
- * Your ad will be properly positioned or indexed-convenient for our readers and effective for you.
- * You'll find no premium "late charge"; fast service is the norm at The Chronicle, and you pay nothing extra for it.
- * Write, phone, cable, telex, or fax: It's easy to reach The Chronicle, and we'll be delighted to serve you.

For more information, please call (202) 466-1055

DEAN OF ADMISSIONS AND FINANCIAL AID

Oregon School of Arts and Crafts

We are seeking an energetic, experienced professional to develop a re-cruiling program for an art college (established 1905), with the goal of substantially increasing enrollment in a new program by 1995. The suc-cessful candidate will know how to develop student markets within adult and non-traditional student populations, within artist communities and among post-baccalaureate students; and will be conversant with all as-pects of recruiting and enrollment management. This is a working dean position, for an individual eager to assume the major travel component of our working enrollment strategy.

our evolving enrollment strategy. The Dean of Admissions reports to the Chief Academic Officer. This is a management position for a candidate who works well collegially, with three to five years in admissions-related work, with in-the-field experience, who can develop publications, understands marketing and advertising, and is knowledgeable about financial ald. A bachetor's degree (or BfA) required, plus awareness of the place of the arts in higher education; advanced degree preferred. The new Dean will supervise a staff of two: the Registrar/Director of financial Ald; and an Admissions Counselor.

Screening and interviews will begin as applications are received; for earliest consideration, candidates should have their materials in by June 1. 1992. Send a letter of application; resume, and three letters of recommendation to Dean of Admissions Search, Oregon School of Arts and Crafts, 8245 SW Barnes Road, Portland, OR 97223. The position will be filled as soon after July 1, 1992 as possible. Salary commensurate with experience.

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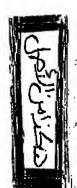
year of experience in mathematical and econometric modeling. Experience developing and maintaining large databases: An stytical experience with a focus on policy making. Supervisory experience, Salary: making. Supervisory experience, Salary: making. Supervisory experience, Salary: making. Supervisory experience, Salary: and consumer programming and imaging its also freeze from 8 a.m., 15 p.m., Apply and computer programming and imaging its also required. The holder of this resultion will be expected to teach medical residents of the Texas Employment Commission, Aussin, Texas 18778, Job Order 26587130. Advertisement paid by an Equal Employment Opportunity Employer.

Research: Opportuni

bryology as well as two years' experience as a Genetics Research Aracciate required. Foreign medical dearest is acceptable in lieu of M.S. in Embryology. Previous experience must include: experimental embryology including embryo isolation/transipalnatation; molecular as needed including creation/analysis of mansenic enimals. Two published papers in professional fournals on the above subjects required. Must have proof of legal authority to work porranently in the U.S. Send two carles of your returns to: Illinois Department of Employment Security, 401 South State Street—3 South, Chicago, Illinois O603: Attention: J. Aschenbrenner, Reference de V-11-334-A. No calis. An employer paid adventisement.

Research: Research instructor. The De-partment of Orthoraedics and Rehabillu-tion at Vanderbill University invites appli-cations for a non-tenure-track faculty posi-tion. The successful candidate must have a Ph.D. in Mechanics/Materials Engineering and at least one year's positoctoral experi-ence in orthopsedic research. Preference will be given to candidates with a strong laterest and experiese in mechanical ter-ing, materials characterization, stress and

say and bandanocytochemistry; unolyze data, write manuscript for publication; teach and train jurior staff merobers and direct students. Requirements: Ph.D. ta Blochemistry, one year of postocytoral research experience, specialized skills and knowledge in Cerclongeacets as evidenced by at least five published articles, expenies in tissue culture techniques and oblish to use ACAS-P450 Cytomater. 40 hourweek. 8:00 a. m. to 5:00 p.m. rate of pay \$24,000 year. Applicant must have rated of legal authority to work permanently in Unsted States. Send two copies of résumé to illinois Department of Employment Security. 401 South State Street 3-South, Chicago, Illinois 60603. Attention: Ms. Arlece Thrower, Reference 4V-11. 5504-T. No calls. An employer paid advertisement.



DEAN SCHOOL OF **BUSINESS ADMINISTRATION Portland State University**

Portland State University Invites applications and nominations for the position of Dean, School of Business Administration.

position of Dean, School of Business Administration.

UNIVERSITY AND SCHOOL: Portland State University is strategically located in the population and business center of Oregon on a 32-acre campus with 2B major buildings in the tree-lined South Park Blocks district of downtown Portland Foral enrollment exceeds 14,000, including more than 3,500 graduates students Portland State was granted university status in 1969 and is a relatively young and growing university with an active continuing education program. The newly renovated Branford Price Millar Library holds more than 850,000 bound volumes and 11,000 serial subscriptions. As Oregon's major urban university, Portland State serves as the center of the educational network within the Portland metropolitica area. center of the educational network within the Portland metropolitan area. Distinctive features of the School of Business Administration include commitments to international business and to the teaching, research, and practice of total quality management, reflecting fundamental concerns with business competitive excellence and the globalization of the market-place. The School is a partner in the Oregon Executive MBA program and participates in the University's System Science doctoral program. All academic programs, undergraduate and gladuate, are AACSB accredited. In addition to the MBA, a Master's in Taxation is also offered. Approximately one quarter of the undergraduate degrees and one-sixth of the graduate degrees awarded at Portland State University are in Business. The 3,000 undergraduate and 700 admitted graduate business students are served by 10 full-time and 20 part-time faculty. The School is actively supported by the business community through the Corporate Associates Program. RESPONSIBILITIES: The Dean provides academic and administrative leadership to the School of Business Administration, and reports directly to the Provust. The Dean is responsible for improving and promoting the quality and effectiveness of the School's teaching, research, and service missions. QUALIFICATIONS:

- Canditiates with an academic background must possess an earned doctorate and qualify for appointment as a tenured professor in the School;
- Candidates with a business background must have a strong record of leadership and achievement, and a demonstrated commitment to and an understanding of higher education;
- Demonstrated ability to lead, offer vision, and successfully manage professionals in academic, corporate, or governmen-tal organizations;
- Demonstrated success in securing external support and/or fund raising with a commitment to broadering support from the metropolitan Portland business community; Possess personal qualities that will facilitate collaborative rela-dorships within the University and the School, and among

business leaders and alumni. SALARY: Competitive

QUALIFICATIONS

BEGINNING DATE: January, 1993 (negotlable) APPLICATIONS AND NOMINATIONS: Review of applications begins June 15, 1992 and will continue until the position is filled. Candidates should submit a letter of interest, curriculum vitae or résumé, and names of three ssional references to

Undsay Ann Desrochers, Search Co-Chair Vice President for Finance and Administration Portland State University P.O. Box 751 Portland, OR 97207-0751

Phone: (503) 725-4444; FAX: (503) 725-5800 Portland State University is an equal opportunity, affirmative action employer. Minorities, women, and members of other protected groups are encouraged to apply.



MUSKINGUM COLLEGE

Assistant Dean of Student Life

Muskingom College invites applications for the anticipated position of Assistant Dean of Student Life. The Assistant Dean will serve on the student life staff and will have primary responsibility for the initiation and coordination of the volunteer service program, in addition, the Assistant Dean will assist in the management of the residence life program. Live on campus. Ten-month Interested candidates should send cover letter and résumé by June 8 to:

Dr. David Skeen Student Life Office Muskingum College New Concord, OH 43762

Muskingum College, founded in 1837, is located in Southeastern Ohio on a rolling 215-acre campus. Affiliated with the Presbyterian Church (USA), Muskingum College offers a strong liberal arts undergraduate program and Master's Program in Education. Muskingum College is an Equal Opportunity

Research: Assistant Research Sciential.
Salory: 5232 per month, 40 hours per week. Duties include the development of methods for characterizing the mechanisms defined for characterizing the mechanisms. methods for characterizing the mechanisms for the storage and flow of natural gas in Devonian sheles, and the development of models for quantitative prediction of storage and insusport properties in such porous media. Specifically, the duties include designing and carrying out the absorption-desorption experiments to determine high pressure sorption properties for various gases in Devonian shales; and for various gases in Devonian shales; and developing conjuster simulation models to analyze experiments to investigate properties of Devonian shales; and developing conjuster simulation models to analyze experimental dara from adoption and CT scanning experiments. Dates also include directing graduate and undergraduate students involved in Devonian shale research, writing proposals, and proparing and present in experiments. Requires Ph.D. in physics, and I year's related experience in experimental and theoretical research associate with gets solid adsorption. Aprily at the Texas Employment Commission, Bryen, Texas Barries, Job Order #6687184, Ad gald by an Equal Employment Opportunity Employer.

Job Order \$443761.

Research and Developmenti Memphis State University, College of Education Research and Program Development, Position: The College of Education at Memphis State University is seeking a faculty member in the area of research and development. Ronk and Salary; This a teaure enrolag position with seedende rank, departmental assignment, and salary open and dependent upon qualifications. Duties: The primary responsibilities of this position are to provide administrative support for faculty and student research, to identify and assist in the procurement of external resources, to recognize and seek inancial support for programs and for corriculum advancement, and to exercise Redership in research and ryoggam development. Starting Date: Fall, 1992. Qualifications: Candidates should have successful experience in identifying research opportunities and funding sources, administering research and development programs, preparing proposals for

DEAN

College of Library and **Information Services** UNIVERSITY OF MARYLAND AT COLLEGE PARK

The University of Maryland at College Park invites applications and numinations for the position of the Dean of the College of Library and Information Services. The college offers a program leading to the MLS degree, two joint programs leading to the MA/MLS degree, and a program leading to the Ph.D. degree. The College has a strong commitment to furthering the use and understanding of advanced information technology.

The position will be available after July 1, 1992; the starting date is negotia-

The Dean is the chief executive officer of the college and reports to the Provost of the College Park campus. The Dean is expected to provide academic and administrative leadership, articulate the mission of the college, fucilitate the conduct of research, expand the resource base, and energetically advocate the college within the university and to the professional community at all levels. The position is a tenured academic appointment.

An applicant for the position should present a record of achievement that includes demonstrated leadership, a commitment to collegial governance, knowledge of library and information science education, unistanding accomplishment in areas relevant to the college, and a commitment to aca-

The salary range is \$85,000-\$110,000.

The College Park campus, the flagship of the University of Maryland System, is located in a suburb of Washington, D.C. and is the sale of Archives II, the major extension of the National Archives.

Review of applications will begin May 15, 1992, and will continue until the position is filled. Send letter of nomination or letter of application, detailed curriculum vitae, and names of references to:

Dr. Richard H. Herman, Chuir CLIS Dean Search Committee 2300 Mathematics Building University of Maryland Collega Park, MD 20742-4021

The University of Maryland is an Equal Opportunity Employer. Women and minorities are encouraged to upply.

Associate Dean for Research. Graduate and International **Programs**

Montana College of Mineral Science and Technology (Montana Tech) Invites applicants for the position of Associate Dean for Research, Graduate and International Programs. Montana Tech is a minerals/energy-oriented engineering and science college situated in the Rockles midway between Yellowstone and Waterfon-Gracter National Parks. Approximately 1900 students attend the College with two-thirds seeking baccalaureste and graduate degrees in one of the sevenal engineering programs on campus. In 1997, Montana Tech received national recognition in U.S. News & World Report as the best smaller comprehensive science and technology institution in America.

The Associate Dean for Research, Graduate and International Programs is responsible for the administration of all aspects of research and graduate study including management of the Offices of Research and the Graduate School; support for international programs; administration of the Montana Minerala Research inetitute and oversight of the Center for Malerials Processing. The Associate Dean reports to the Vice President for Academic Affairs and Research.

Candidates must have a record of scholarly achievements, research program administration, commitment to excellence in research and teaching, appropriate administrative skills and effective leadership. Background should be commensurate with appointment to faculty rank at the College. Terminel degree in scientific, technical or engineering area desired. Salary will be dependent on qualifications and experience.

Send letter of application, complete résumé, transcript, and the names, addresses, and phone numbers of three current references to Dr. Thomas Waring, V.P. for Academic Affairs and Research, Montana Tech, Butte, Montana 59701. Application deadline le June 1, 1992 or until position is filled. EEO/AAE Employer.



An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe -

every week in The Chronicle.

Dean of **Natural Sciences**

The Chronicle of Higher Education • May 13, 1992

College of DuPage, located just 25 miles west of Chicago, is a progressive community college in its 25th year of service to the district. Serving more than 36,000 students, we currently have a full-time administrative position responsible for the management of the division including curriculum, assignment of faculty and budget evaluation.

A Master's degree in one of the division disciplines (Anatomy, Biology, Chemistry, Earth Science, Engineering, Math, Microbiology, Physical Education, or Physics), with previous teaching experience highly desired. Administrative experience in a community college preferred or an equivalent combination of education and experience. Starting date for this position is July 1, 1992.

We offer a starting salary in the range of \$49,600-\$58,800 depending on education and experience. We also offer a generous benefits plan. Position remains open until filled. Please call for an application packet:

708-858-2800, Ext. 2460



Office of Human Resources Attn: Recruitment Coordinator COLLEGE OF DUPAGE Glen Ellyn, IL 60137 aa/eoe

Minorities are encouraged to apply alty to be chosen for this post return your application packet as quickly as possible.

DEAN

COLLEGE OF ARTS AND SCIENCE

VANDERBILT UNIVERSITY

Vanderlift University invites applications and nominations for the position of Dean, College of Arts and Sciences. stron of Dran. College of Arts and Sciences.

The Dean lears chief responsibility for the academic, fiscal, and administrative leadership of the College of Arts and Science and report directly to the Provost. We seek a distinguished scholar with outstanding abilities to leadership and administration, who is capable of fostering high quality research and teaching. Condidate must qualify an appointment to the rank of Full Professor tenure in a department of the College.

Vendents to the state of the Professor tenure in a department of the College.

Vandarbilt University, an independent, private institution founded in 1873, has approximately 9,000 students and 1,400 full-time faculty members on a single campus. Its schools include the College of Ars and Science, the Graduate School, Blair School of Music, Owen Gastunte School of Management, Peabody College, and the schools of Engineering, Law, Medicine, and Nursing.

The College of Arts and Science, with approximately 3,400 undergraduate and 600 graduate students, occupies a central position within the University. Its more than 300 full-time faculty members, in 22 Departments and 12 Programs, pursue a broad range of activities in teaching and research.

Vanderbilt University is committed to the principles of diversity and affirmative action. It strongly encourages nominations of, and application by, minority and female candidates. Vanderbilt is an Affirmative Action, Equal Opportunity Employer. Applications should include a letter of interest, a curriculum vitas, and the names, addresses, and telephone numbers of at least four references. Nominations should be made by letter. Please send these male

Professor Randolph Blake, Chair College Deanship Search Committee Office of the Provost 221 Kirkland Hall Vanderbilt University Nashville, Tennessee 37240 FAX: 615-322-7629

The Search Committee will begin reviewing appleand continue until the position is filled.

aubmission to funding agencies and worklus with faculty and students. Candidates
should have a commitment to the natsion
of a rosearch university. Applicants must
have a doctoral degree and a record of
teeching, research and public service. Settion: The University is located in the largest
urban center in the state of Temestee and
Mid-South region. The enrollment in the
University is approximately 20,000 students. Deadline for Application: The review of applications will begin on June 8,
1992 and continue until the position is
filled. Contact: Dr. Robert Beach, Assistnot Development, Memphits State
University is approximately 20,000
students research and Development, Memphits State
University. College of Education \$215,
Memphis, Tennessee 38152. Memphis
State University is an Equal Opportunity,
Affirmative Employer, Appointment will
be based on qualifications as they relate to
position requirements without, resard to
race, color, national origin, religion, age,
handicap or veteran status. Successful candidates must meet guideline of the homis
station and Reform Control Act of 1986.

Research/Blochemistry: Full-time position

arch/Blochemistry: Full-time position



ASSOCIATE DEAN FOR EXTERNAL AFFAIRS

The Fuqua School of Business, one of the world's premier graduate business schools, is seeking candidates for the position of Associate Dean for External Affairs. The Associate Dean reports directly to the Dean and

is a member of the Fuqua School's senior management and policy setting team. The Associate Dean leads a dynamic development program to seek major support from individuals and corporations. Central to the School's growth will be the Associate Dean's developing and executing a comprehensive capital campaign for endowment support. In addition, the Associate Dean is responsible for the School's public relations and alumni

The position requires an individual who is successful indealing with corporate leaders worldwide and who communicates effectively in writing and in speaking both to individual prospects and to large groups. Extensive travel is an important component of the position. Balancing these requirements is the needed management skill to lead the school's external affairs team of nine individuals.

Proven leadership success in an extensive development and capital campaign program is essential for the Associate Dean candidate. Experience dealing within complex University development system is important.
Interested candidates should send resume and a list

of references no later than June 15, 1992 to: Search Committee, Associate Dean for External Affairs, Fuqua School of Business, P.O. Box 40001, Durham,

> Duke University is an Equal Opportunity/ Affirmative Action Employer.

> > **DEAN OF**

ENROLLMENT SERVICES

Moraine Valley Community College, a public comprehensive community college located in the southwest suburban Chicago area, invites applications for the position of Dean of Enfolment Services. The Dean will report to the Vice President for Student Development and will coordinate recruitment, admissions, registration, financial aid and records management for the College.

The successful candidate will have experience designing and monitoring College recruiting systems; knowledge of financial aid policies and requirements; skills in enhancing and monitoring on-line admissions/records/registration systems; ent to increase student diversity.

A Master's Degree with five years of college experience, in-duding administrative and enrollment services experience is

Starting salary range \$38,000-\$41,000 with liberal benefits package.

Reply with letter of interest, résumé and the names, addresses and telephone numbers of three references by June 5, 1892, to Director of Human Resources:

Moraine Valley
Community College

10900 S. 88th Ave. Palos Hills, IL 60465

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linear compartmental models and one project in modeling of heart muscles or attetion muscles, M.S. and/or Ph.D. thesis must
include using Sum SFARC, PDP-LL. IBMPC; and program in MATLAB, C, assembly language, and FORTRAN. Education
to include completion of one course using
Ultrasonic Distance Measurement of a Robot Oripper or Human Body. Hours: 8:00
a.m. 5:00 p.m. 40 hours per week at
\$30,000 per year salary. Must have proof of
legal authority to work permanently in the
U.S. Please send resume to: Illunds Department of Employment Security. 40)
South State Street—3 South, Cheaso, Illnois 60005, Atlention: Drends Kelly, Refcrence 4V-IL 5288-Q. No calls: 2 copts of
your resume required. An Employer Paid
Ad.

DIRECTOR

Coalition of National Health Agencies seeks Individual for start-up of new non-profit organization. Primary responsi-bility to establish corporate payroll deduction opportuni-ties. Experience in sales and marketing with proven track record of success. Detroitbased with state-wide travel required. Salary commensurate with experience, excel-lent benefit package. Send re-sume with salary requirements and cover letter to:

V.P. for Development Box 36-100c The Chronicle of Higher Education

EOE

CORRECTION

Dean of Curriculum and Instruction

An advertisement for Dean of Curriculum and Instruction at West Virginia University at Parkersburg appeared in the 4/29/92 issue.

The starting date is January 4, 1993. Applications should be received by June 15, 1992.

VICE PRESIDENT FOR ACADEMIC AFFAIRS

St. John's University . New York

St. John's University invites applications and nominations for the position of Academic Vice President. The Individual will report directly to the president, will serve with commitment to the University's mission as chief academic officer, and will be responsible for all academic programs of the University.

St. John's University, founded in 1870 by the Vincentian Community, is a comprehensive national university comprised of ten schools, colleges and Institutes. It has campuses in residential Hillcrest, Queens and on Grymes Hill, Staten Island. With an enrollment of more than 19,000 students, St. John's is the largest Catholic university in the United States. The University has sizable International student and faculty populations, as well as a variety of study abroad experiences at both the graduate and undergraduate levels.

Preferred qualifications include:

An earned doctorate

 A record of scholarly achievement and teaching success on the graduate and undergraduate levels

A commitment to collegiality in decision making and to

faculty development A proven record of accomplishment as a senior academic

An experience in working effectively with diverse student

populations · An understanding of and sensitivity to the mission of the

University Closing date for applications is June 15, 1992. Starting date is negotiable. Dr. Andrew Bartilucci

Executive Vice President and Chairman Academic Vice President Search Committee St. John's University Jamaica, NY 11439 An equal opportunity employer-M/F

DEAN

Social Science and Allied Health

Responsible for the areas of criminal justice, education, early childhood education, geography, history, philosophy, political science, psychology, secology, medical assisting, medical records technology, nursing (ADN and LTN), occupational therapy assistant, physical education, physical therapist assistant and respiratory care.

Qualifications include: Doctoral degree in appropriate floid preferred. College teaching and administrative experience at the department level required. Community College experience in a collective bargaining solution preferred.

Starting salary is dependent upon qualifications but starting range is \$45,000 to \$55,000.

Lehigh County Community College, located on an attractive suburban campus, is near Allenjown, PA and has an enrollment approaching 5,000 credit sindents. Send letter of application and résumé by june 18, 1992 lo:

Lahigh County Community College Director of Human Resources 2370 Main Street Schneckaville, PA 18078

EOE/AA

chemical proparties of mammalian carotid body in normal and hypoxic animals. To use immonocytochemical, in aith hybridization and electrophysiclogical techniques to secratan synthesis/release of neuroscitive agents in the organ following chemosensory stimuli. The position requires a MD or MS Degree in Blomedical Science and 2 years' experience in blomedical research. Special requirements are demonstratible ability through prior inhomatory experience in: 1) electrophysiological recordings from vertebrite sensory recaptors; 2) examining their blochemical properties in the adolegomentation and the properties of the prop 2) examining their biochemical project and with radioinmunoassay and high performance identification of neuroscrive agents using immunocytochemistry and in situ hybridization; 4) ascertaining the ultrastructural characteristics with electron microscopy. Annual salary \$19,830. Job Order No. 2825806. Contact Utah Job Servica, 17350, Salt Lake City, Utah 8447-4750. Permanent employment authorization required. An RECVAA amployer.

quired. An REO/AA employer.

Research/Chemistry Research Associate in Nuclear Magnetic Resonance and Medical Spectroscopy. Quantiled candidates are invited to submit resume for a position of a Research Associate. The candidate is expected to conduct research which focuses on the isolation of natural products, determination of molecular structures by 10 and 2D high resolution MMR spectroscopy (H. I.-C.3). P-19, and P-11, Duties will inclinde preparation of uni and multi libosomes, preparation of biological apecimens, analysis of metabolities by HPL-O12 NMR, other duties include organic synthesis of carbohydrates, fluorinated carbohydrates, fluorinated carbohydrates,

phosphorylated compounds, phospholylois and anti-cancer other lipids. Candidates must have a Ph.D. or equivalent in chemistry with at least four years' experience in ligh resolution NMR spectroscory. The annual salary is \$31,500. Applicants should submit their rejume or curriculum visus to: Phiadelphis Regional Job Center, Joh #4335600, 444 North Third Street, Ind Floor, Phiadelphia, Pennsylvania 19123. An Equal Opportunity, Affirmative Action Employer.

Associate in Rockylin, Maryland, \$31,500 per year, Ph.D. in Lipid Chemistry and one year's experience required to atudy the mechanism of carrier systems for drugs and career and cell interaction and the reversal of multidrus resistance by those carriers with encapsulated drugs. Send two copies of resume and advertisement to Department of Economic and Employment Development 100 North Eulaw Street, #212, Beltimore, Maryland 21201. Reference CO#9149366.

CO#9149366.

Research/Computer Engintering: Research Assistant in Microsystem Prototyping Laboratory. A minimum of a Bachebor's Deserts in Biccarkeal, Computer or a relevant ensineering field is required. Experience sociompassing microsystem design and implementation is required. Experience in VHSIC Hardware Description Language is required. Software experience in a higher level inaguages such as C and a microprocessor assembly language such as the Motorolla 68000 is also required. Good communication skills are required. Salary commensurate with background and experience. Applications will be accepted until

DEAN Institute of Technology

University of Minnesota, Twin Cities The University of Minnesota, Twin Ciries, invites applications and nominations for the position of Dean of the Institute of Technology. The Dean is responsible for providing leadership and helping to focus the intellectual direction of the institute, for representing the institute's inserests on campus and to external constructions, for plauning and overteeing the development of its atademic programs, and for the administration of the institute, including appointments and budges. The Dean reposits to the Vice Provost for Art. Sciences, and Empurering.

Art, Sciences, and Engineering.

With 40,000 undergraduate and graduate studious encolled, the University of Minnerota, Twin Cline, is one of the largest land-grain innversities in the nation. The institute of Technology is the University's second largest collegiate unit and the stare's pecuation of the following departments—Compilery Grotogy and Geophysics. Mailtennatics, Physics and Astronomy, Aerospace Engineering and Micchanics, Chemical Engineering and Materials Science, Civil and Mineral Engineering, Computer Science, Electrical Engineering and Machanical Engineering The Institute of Technology also includes a number of other programs, including federally funded research equers in such aleas 36 applied mathematics, interfacial engineering. &

The Institute of Technology has 400 faculty members, 4,500 audergraduate students, and 2,000 graduate surfaces. Annual expenditures are \$130 million per year. Of that mount, 550 million are from state sources and more than \$70 million are from sponsored te-

The successful candidate must have—

a record of teaching and scholarly activity commensurate with appointment as a tenuted professor in a department of the fundame of a record of teaching and scholarly activity commensurate with appointment as a tenuted professor in a department of the fundame of a strong commitment to academic excellence and to high academic standards of demonstrated ability to work effectively with such groups as faculty, staff, students, altumit, and other external constituencies, including the larger profrasional seventific and engineering community

administrative experience

a shifty to acticulate effectively the University's and the Institute's missions

a demonstrated commitment to equal opportunity and affirmative action.

Desired qualifications undue faculty and administrative experience at a research university and an appreciation for the role of a land-grant university.

Applications must be bostmarked for Fax-dated by halv 1, 1992 and should include a Applications must be postmarked for Fax-dated) by July 1, 1992 and should teclinde a letter expressing interest, a vita, and the names, addresses, and telephone numbers of three references. References will not be connected without the approval of the candidate. Nonunstations of qualified individuals are encouraged; these should be received by the July 1st deadline. Send to:

Sens to:
Professor II. Ted Davis, Chair, Search Committee
Dean of the Institute of Technology
University of Missessor, 151 Aramatom 1 tail
421 Washington Avenue Southerst, Minneapolis, MN 53455
Fax: 612-626-7246

The University of Minuscan is commisted to the policy that oil present thail have a cent to its programs, facilities, and engloyment without regard to mac, color, creed, religion, united a englo, sex, age, markel thans, disability, public onlinence stant, reterns status, or exceed orientation.

Remearch/Gene Therapy: Research Asso-ciate. Perform occology (essarch and study antineoposatic drug realstance and DNA repair in brain tumor; Detert expression of various enzymes responsible for drug resis-tance in brain tumor of stRNA level in bra-man brain tumors by means of quantitative RNA polymerate chain resction methods; identify tissue distribution of these en-zymes in brain tumor samples by DNA and RNA - lestin hybridization echalques; transfect oncesses into brain tumor cells



Search Extended

PROVOST

Incoming President Lesile 11. Cochran has extended the national search process for nominations and applications for the position of Provost at Youngstown State University, YSU has seven schools/colleges. College of Applied Science and Technology, College of Arts and Science, William Rayen School of Bustness Administration, School of Education, William Rayen School of Engineering, College of Fine and Performing Arts, and the Graduate School, and enrolls approximately 15,000 sturients

The Provost is the principal academic officer, reports to the President, and is responsible for supervision of all instructional activities and faculty matters in conformity with the politics of the Board of Trustees and the directions of the President Fleishe will be responsible to leadership in mainlenance of academic standards, academic and institutional planning, budget development, and development and coordination of instructional, scholarship, and research activities. The successful candidate will demonstrate collegial leadership qualities to work effectively within a decentialized mode of administration.

Minimum Qualifications: An earned doctorate, with a distinguished record of teaching and scholarship, extensive academic administrative experience commensurate with an appointment as sentor academic officer, experiences in securing new undergraduate and graduate degree programs, an understanding and sensitivity to the undupted and ratistion of a matropolitan university; familiarity with professional accreditation procedures and guidelines; and doministrated commitment to equal opportunity and alimnative

Salary is Competitive and will depend upon the qualifications of the

Date Available: January, 1993. To be assured full consideration, sand minimations midtre lotters of interest along with curriculum vitae, official transcript, and names mid addresses of at least three references by July 15, 1992.

Executive Director of Personnel Services Youngstown State University Tod Hall 223 Youngstown, OH 44555

Youngstown State University is an Affirmative Action, Equal Opportunity Employer. Minorities and women are encouraged to apply. (Applications for employment and all supporting material are subject to disclosure under Section 149.43(B) of the Ohio Revised Code.)



BRADLEY UNIVERSITY

VICE PRESIDENT FOR ADVANCEMENT

Applications and nominations are invited for the position of Vice President for Advancement. The Vice President is responsible for providing leadership, broad policy guidance and executive direction to the development and university relations program at Bradley. The Vice President reports directly to President and serves as a member of the President's executive committee.

President and serves as a member of the President's executive committee. Bradley University is a private, non-sectarian university committed to excellence in undergraduate education. Founded in t 897, Bradley is a medium-size university with approximately 5,000 undergraduate and 900 graduate students. The 290 full-time faculty members are devoted both to the highest quality of classroom instruction and to significant levels of professional research and publication. The university offers more than 60 academic majors through its five undergraduate colleges: Business Administration, Communications and Fine Arts, Education and I lealth Sciences, Engineering and Technology, and Liberal Arts and Sciences. In addition, the Graduate School offers over 20 master's degree programs. Bradley's residential campus is located in Peurla, Illinois. It is the only university in this major industrial and commercial metropolitan region of 340,000 people. nercial metropolitan region of 340,000 people

A baccalaureate degree and a substantial, sustained record of success in the management of development activities, preferably at a major university, are required. The successful canditiate is expected to have proven leadership ability, string management, communication and interpersonal skills, and the personal characteristics enabling effective interaction with alumni, faculty, stall, the members of governing and advisory boards, and prospective major donors and their professional advisors.

The position is available immediately. Screening of applicants and nominees will begin immediately and will continue until the position is filled. Nominees and upplycants should send a letter expressing interest to Vice President for Advancement Search Committee, c/o Mr. Gary Anna, Chaltman, Bradley University, Peoria, IL 61625; (309-677-3150). Applications should include a current resume and the names, addresses and telephone purpless of the otherwise.

Minorities and women are encouraged to apply.

Braciley University is an Equal Opportunity, Affirmative Action Employer,

statistical human genetics. Emphusis on sene manyling, linkage, and pedigrae analysis. Education and Exportence: Ph.D. Bloxadistics, dissentation, in statistical penetics. Experience in genetic analysis, use of LIPED, LINKAGE, and SIMLINK, FORTRAN, and C. Employer paid advert-tisement. Send résumé to 7310 Woodward Avenue, Room 413. Detsou, Michigan 48202. Use Reference Number 24892.

48202. Use Reterence rumore 2492.

Research/Malurials Science: Postdoctoral Research Associate, Position available immediately. Ph.D. required in the area of computer simulation of defect structures in materials. The successful applicant will conduct research on the atomatic simulation of the structure of grain boundaries and dislocation cores in intermetallic alloys. Send curriculum viae to Diana Fartas, Materials Science and Engineering, Virginia Toch, 213 Holden Hall, Illacksburg, Virginia 24061.

Acteurch/Genetics/Statistics: Assistant Research/Genetics/Statistics: Assistant Research Scientia. Hours: 40 hours weekly. Mages 340,000 yearly. Job Dinlers Melhodobased and collaborative research in The applicant should preferably have

chemical techniques education and experi-dace required is a Master of Science in Pharmacokys and is months of 32p postia-beiling analysis of carcinogenesis. Salary \$25,056 per year. Apply at the Texas Em-ployment Commission, Galveton, Texas, or sand resume to the Texas Employment Commission. Texas Employment Commission Building. Anatin, Texas 78778. Job Or-der \$668732. Adventsement puld by an Equal Opportunity Employer.

Research/Pharmacology: Research Asso-ciate. Research effects of pharmacological agents on thermal regulation of hypotiala-nus. Must administer pharmacological agents to specific brato areas by intracare-bral microdistysis and coffect extracebular fluid in freely moving animal whose body temperature to being recorded; enolyza lexfind in freely moving animal whose body temperature is being recorded; analyze levels of endogenous mbastable collected in distysis using redicinant collected in distysis using redicinant consistency and HPLC method; measure oxygen canaumation and beat flux by whole body calorimeter; and record firing rate patients of neurons in preportic saterior hypothalamus after administration of opicials/related drugs. Must have a quivalent of Ph.D. or M.D. with M.S. in Pharmacology or Physiology. Must have 3 years' experience in the lob or 5 years' experience as an instructor/Researcher of Physiology. Experience with the following technicates also necessary: 11 interperebral microdialysis and micronisection in freely moving rst; 2) ICV drug administration; 3) RLA and HPLC measurement and opicides and neuropepides; 4) extracellular recording of neuronal activity in proprite anietic bypothalamus in vivo and in brain silices; 5) must be able to conduct independent research as evidenced by at least two first authored supers in peer reviewed lournils. \$25,600/ver. 40 hours/week. Must show legal moof of right to work permanently in the United Stotes. Scot resume to P. O. Box \$3542. Phindelphia, Penosylvania 19105, Atention: Prancic Black.

Research/Physics: Research Associate needed to conduct research in the structure, electronic and optical properties of exide glasses, chalcogenide glasses, and thin-film semiconductors, utilizing NMR, NQR, photoluminescence, ADMR, and ODMR. Will research and develop improvement on low frequency NMR and NQR spectrometers. The position requires a Fh.D. in Physics with a Solid State conputers and further requires prior laboratory experience and demonstrable ability: 1) in use of pulsed and continuous wave NMR and NQR of amorphous materials; 2) in computer stimulation of NMR powder patterns; 3) in computer data ecquisition; 4) with respect to NMR and NQR hardware; 5) in use of IBM computer data ecquisition; 4) with respect to NMR and NQR hardware; 5) in use of IBM computing in Quick Basic; and 6) in conducting studies of Phia-five and in programming in Quick Basic; and 6) in conducting studies of Phia-five and and in programming In Quick Basic: and 6, in conducting studies of thin-film semi-conductors esting absorption, photodumines-cence, ODMR and ADMR. This position is thil time, 40 hours per week and nays \$26,000 per year. The position reculters Permanent Employment Authorization. Job Order Number 2819002. Contact Urah Job Service, \$735 South Redwood Road, P. 0, Box 11750, Salt Lake Chy. Umh B4147-0750. Employer is an EEO/AA employer.

Tuskegee University

School of Engineering & Architecture

DEAN

Candidates should possess the following qualifications:

one of the departments;

An earned doctoate in Engineering and a substantial record of scientific achievement sufficient to merit a senior, tenured appointment in

Successful experience in university teaching, research and commit ment to excellence in education; and

Leadership, communication and interpersonal skills, as evidenced by successful prior administrative experience.

Nominations or applications which include a letter of interest, curriculum vitae, and names, addresses and phone numbers of three professional

Dean, College of Arts and Sciences

Chair, Search Committee for Engineering & Architecture Dean
The Carver Research Toundation, Rm. #6
Tuskegee University
Tuskegee, Alabama 36088
(205) 727-8246

Deadline for applications to be received: June 12, 1992

Affirmative Action, Equal Opportunity Employer

The Ohio State University invites nominations and applications for the position of Dean of the College of Education. The Dean is the chief administrative and budgetary officer of the College and reports directly to the Senior Vice President for Academic Affairs and the Provost. The College has approximately 160 regular laculty members in four departments and the School of HPER. There are also several interdisciplinary centers associated with the College. In addition to instructional programs on the Columbus Campus, the College has teacher education programs on the four regional campuses of the University.

Qualifications for the position include a distinguished record in research, teaching, and service; demonstrated excellence in leadership and administration and a clear record of effective commitment to and support of cultural and ethnic diversity. Candidates' records should provide evidence of strong abilities to relate to and work effectively and collaboratively with the faculty of the College, the University administration, and other constituent groups both within and outside the University. Candidates should have the qualifications for appointment as Professor in one of the units of the College.

The position will be available present. 1, 1993. Salare and extensive descriptions.

The position will be available january 1, 1993. Salary and other considerations will be consistent with the commitment of the Ohio State University to recruit the best qualified Individual. To assure full constiteration, applications and nominations should be received by June 1, 1992. The Search Committee will begin screening dossiers on that date and will continue to review applications until the Dean is selected. Applicants should senia eleter, a curriculum vitae, and the names and addresses of at least three references to:

Gerald M. Reagan, Chalroeison College of Education Search Committee 203 Bricker Hall, 190 North Oval Mail

The Ohio State University is an Equal Opportunity, Affirmative Action Employer. Qualified women, minorities, Vietnamera veterans, disabled veterans and the disabled are encouraged to apply.

DEAN

COLLEGE OF EDUCATION

THE OHIO STATE UNIVERSITY

A Bulletin Board notice will quickly put you in touch with the best prospects for the positions vou have... available.

VICE PRESIDENT FOR DEVELOPMENT

Stevens Institute of Technology

Hoboken, New Jersov

Tuskegee University invites nominations and applications for the position of Dean of the School of Engineering and Architecture. The University is a private, state-related, land-grant University with approximately 3700 students and 300 faculty members. Since its founding over a century ago, one of the University's central missions has been the promotion of academic excellence in the technical and scientific professions. The School of Engineering, and Architecture consists of five academic departments (Aeiospace Science, Chemical, Electrical and Mechanical Engineering, and Architecture), 50 faculty, 1000 undergraduate enrolled in six B.S. programs and 50 students enrolled in two graduate programs. The Dean is the chief administrative officer of the School and reports directly to the Provost. The Dean is responsible for academic administration, planning budgetary functions, and enhancing the research and educational development of the School.

Candidates should possess the following qualifications: Stevents institute of Technology invites applications and nominated for the position of Vice President for Development. The Vice President has general oversight of programs and staffs in development.

Stevens Institute of Technology is one of the nation's oldest and modinewatten angineering and technological institutions. Stevens often B.E., B.S., and B.A. degrees to 1,400 undergraduates from 40 states and 50 countries. 1,000 graduate students are enrolled in master's and dector's programs in fourteen fields. Located out a 55-acro compus at Castle Point, Stovens faces across the fludson towards mid-town Membritan, thus participating in the naquility of an intimate and attractive residential campus and the active ment of one of the world's must dynamic cities.

The Vice President for Advancement will work with the President and Trustoss in completing u just-announced capital campaign and be, spousible for meeting goals for the annual fund and other gits for the

The successful candidate will possess strong record of successful fund raising; have outstanding manegement skills as demonstrated by secess in planning and in building and directing a professional sell, exhibit floxibility and tect, combined with decisiveness; possess the force of character and personality that indicates the shifty to work with a prosident and trustees who are accomplished fund raises; possess familiarity and comfort with acudentic, corporate, and loundation cultures.

Applicants should submit a lutter of interest and a résumé. Applications and nominations should be addressed to:

Mary Frances Rudiger, Secretary Development Search Committee Stavens Institute of Technology

Stevens institute of Technology is an Affirmative Action, Equal Opportunity Employer.

ROOMOOROOMOONOOMOONOOMOONOOMOONOOMOONOOMO

Vice President, Enrollment Management

Buller University invites nonunations and applications for the position of Vice President, Enrollment Management, reporting directly to the President. The University seeks an innovative, independent higher education executive and a strategic thinker with very strong marketing skills to lead its Admissions, Financial Aid and retention functions. The candidate selected will provide evidence of highly successful experience supervising or managing directly admissions, financial and and retention. She or he will be a motivator and team builder with strong organizational and communication skills, a person with an analytic mind who can use and effectively synthesize data from the University's student information system, a person who has experience motivating faculty to participate actively in the recruitment process and whom able to coordinate enrollment management functions with other University academic and administrative departments.

Butler University provides the highest quality liberal and professional education in a suburban residential environment located seven miles from the heart of metropolitan Indianapolis. Butler is an institution well-positioned ad directed toward the achievement of its tremendous potential. We require an exceptional executive, and we are prepared to compensate that executive appropriately. A terminal degree is valued but not necessary; an intimate understanding of the academic and administrative aspects of independent universities and a commitment to their advancement are necessary.

The preferred starting date is August 3, 1992. Nominations and applicanous should be directed by June 15, 1992 to Dr. John A. Stevens, GKA, Inc., Seach Consultants, Vice President for Enrollment Management Search, Butlet University, 4600 Sunset Avenue, Indianapolis, Indiana 46208.

Women and minorities are encouraged to apply. Butler University is an Equal Opportunity Aftirmative Action Employer.



Research/Physiology: Research Associate needed to perform experiments to determine the mechanism by which hypoxia and ischemia cause injury to the brain and the methods by which such fajury might be prevented. Rasponsible for sterile surgery on aboratory naimats, insubating traches tube, cannutation of jugular year and superficial grarery measurement of the surgery measurement o tube, camulation of jugular ven and super-ficial atterty, measurement of glucose, data collection, use and mulatenance of blood ass machine and spectrophotometer, lac-tate assaya, feeding of animals, and perfu-sion of brain with formalia. Ph.D. in Physi-ology or related discipline required. Salary: \$22,568. Contact the Missisuppi State Em-phoyment Service, P. O. Box 12410, 5959 1-55 North Frontage Road, Jackson, Missis-sippi 3923-62410, 1960 Order Number MS 2607471. Equal Opportunity Employer, M/ PhtV.

Avenue, November 2002.

Residence Life: Residence Director Vigitia interrmont College, a small, print fire al arts and professional student college of 500 students, seeks candidates the spotten of Residence Director ferd so students. Responsibilities inches students. Responsibilities inches students and student staff, residence for gramminia, maintenance and restretant istrative tasks. This position commission is traited to the campus intramunal program. B. and experience in student side are resident capacities and the campus intramunal program. B. and experience in student side are resident side. Salary \$12.000 plus frings seeks. Submit resume and two latters of relevant poly lune 1, 1992 for Larry Griffin, Director of Residence Life, Virginia Internal College, Bristol, Virginia 24201. Editor \$6.

EXECUTIVE DIRECTOR OF DATA SYSTEMS MANAGEMENT

RULLETIN BOARD: Positions available

Jacksonville State University

The Executive Director of Data Systems Management is responsible for the overall kadership and management of the University's academic and administrative computer leadership and management of the University's academic and administrative computer support services, and the telephone system services. Under the general direction of the support services, and the telephone system services. Under the general direction of the President, the Director provides leadership for the University in the use of computer and telecommunications technology, working closely with faculty, staff, student, and local government agency users. Duties include managing an organization of 32 employees with an operating budget of \$1.5 million. The computing environment includes ES9121, IBM 9370 serving as a nodal processor the the Alabama Supercomputer Network, DEC Micro VAX and PC networks. The telecommunications environment includes a NEAX 2400 switch and ASTRA 350 computer providing service to 2500 administrative and student users.

Bachelor's degree required, master's degree preferred; four years of computer center supervisory experience required; understanding of data systems in a complex university entronment required; and ability to support and help develop instructional computing and

Salary and benefits are competitive, and are contingent upon qualifications and experi-

Screening will begin by June 1, 1992 and will continue until the position is filled. Send letter of application, résumé, and the names, addresses and telephone numbers of

> Chairman, Search Committee
> Executive Director of Data Systems Management
> Jacksonville State University Room 329 Bibb Graves Hall Jacksonville, Alabama 36265

JSU is an Affirmative Action, Equal Opportunity Employer.

JACKSONVILLE STATE UNIVERSITY Jacksonville, Alabama

Applications and nominations are invited for the position of Vice President for Academic Affairs at Jacksonville State University, accredited by the Southern Association of Colleges and Schools, is located in the foothills of the Appalachian Mountains in Northeast Alabama approximately 100 miles west of Atlanta, Georgia and 75 miles east of Birmingham, Alabama. Situated in a community of 10,000, the University has an enrollment of 8,500 students. The Vice President is the chief academic officer of the University and reports directly to the President and is a member of the University's senior administrative team. University's senior administrative team.

Responsibilities include but are not limited to providing executive leadership in the management of the academic affairs of the University; development, coordination, and evaluation of academic policies and programs in the context of the University's mission and goals; planning, goal setting, staffing, resource allocation and budgeting for the Academic Affairs division.

Candidates for Vice President should possess:

An earned doctorate from a regionally accredited institution.
A distinguished record of teaching and scholarly activity sufficient to warrant appointment to full professor at a regional public university.
Significant academic administrative experience, preferably at the dean's level or higher.
Experience in planning, development and evaluation in an academic setting.
Demonstrated broad knowledge of current issues in higher education (i.e., budgeting, funding grantmarghing).

rpersonal skills to work effectively with all constituencies and administrative units of the

University to achieve the goals of the University.

Commitment to excellence in teaching, research, public service, affirmative action, and

The position will be available in Fall 1992. Salary is competitive.

interested individuals should submit a letter of application, current curriculum vitae, and the names of five references including addresses and telephone numbers. Applicants should also submit a written statement of their perception of the leadership role of the Vice President for Academic Alfairs position and a statement of why they are seeking this position.

Applications with supporting documents, and nomination should be submitted to Chair, VPAA Search Committee, Office of Personnel Services, Jacksonville State University, Jacksonville, Alabama 36265. The search will remain open until a suitable candidate is selected.

An Equal Employment, Affirmative Action Employer.

EXECUTIVE OSUHOSH DIRECTOR

LIBRARIES & LEARNING RESOURCES

The University of Wisconsin Oahkosh is a major regional complement university which enrolls some 11,000 students and sens degrees to the master's level through its four colleges that the colleges of the master's level through its four colleges of the state of the colleges of the state of the colleges of the state of the colleges of the state of the state

Ibraira & Learning Resources includes both library and instancional media services. Library Services provides up-to-dute informed circulation, cataloging and reference systems, and melional networking capabilities. Media Services provides instancional media production services and audiovisual equipment to the entire campus. The Executive Director, a senior administrator and member of the Dean's Council, reports to the Vec Chancellor of Academic Affairs and supervises 16.5 FTE forming and media professionals and an additional 22 FTE seport staff.

Vorking with the faculty and staff of Libraries & Learning Resource, the Executive Director is responsible for the planning decipment, coordination, and administration of all library and saturational media programs. The position offers the right individual an exciting opportunity to direct and develop a major whenty division poised to advance into the new century.

ipscents division polsed to advance into the new century. Ipscents for the position must possess a doctoral degree in stray/mormation science from an ALA accredited institution, situals for appointment to faculty rank and tenure, and must passes exceptional interpersonal skills and leadership abilities. Indidates must have library experience at a significant manifementieve; an understanding and appreciation of the mission of a comprehensive university; and familiarity with evolving issualion technologies.

will be commensurate with qualifications and experience Application deadline: August 15, 1992. Candidates should said a letter of application, resume and the names of three turns references (with addresses and phone numbers) to the Director, Libraries & Learning Resources, Office of the Vice Cancellor, University of Wisconsin Oshkosh, Oshkosh, Wisconsin, Oshkosh, Misconsin, Albaritis and women are especially encouraged to the state of the property of the control of the couraged to should differentiation, may be released following the closing day.

The University of Wisconsin Cairleash is an Equal Opportunity/Affirmative Action Employer

the life Residency Coordinator.

The life Residency Coordinator.

The life residency Coordinator.

The text candidates who demonstrate the product of the residence of the resid

grams, including coordinating upperciass program, summer conference houstler, assist with coordination of summer renovation projects; and supervise break housing
populations; serve as luison to other administrative offices. Position is 12 month
ilvo-in SUA 1. Master's required. Salary
begins as \$24,000 plus excellent benefits
package. Send letter, résumé and three refcrences to Karthy M. Lypch, Associato Ditoctor of Housing and Residence Life,
Kutztown University, Kutztown, Penasylvania 19530 by May 22, 1992. Kutztown
University is an Affirmative Action. Equal
Opportunity Employer and actively solicits
qualified women and sphortry exceldence.



VICE PRESIDENT FOR FINANCE AND TREASURER

Nominations and applications are invited for the position of Vice President for Finance and Treasure of Beaver College, a small comprehensive college of approximately 400 employees in suburban Philadelphia. The on-campus situdent body of 2,200 is corrolled in undergraduate and graduate day and evening programs for both full- and part-time students. In addition, Beaver operates a large study abroad program serving some 1500 students from throughout the country.

The Vice President for Finance and Treasurer reports directly to the President. As chief financial officer, the individual is expected to provide strong leadership for the acutud and enlightened fiscal operation of the institution. The Treasurer plays a central role in the collegial management of the College, and must be able to work collaboratively with all segments of the compus community.

Responsibilities include: fiscal planning; preparation of budget and financial reports; oversight of contracts and grants; domestic and foreign investments; purchasing and inventory control; physical plant; personnel services; and audilary operations.

Qualifications: at least five years' experience in a position of increasing responsibility for budget and fiscal management in higher education or a comparable area; MBA, equivalent degree or CPA preferred; working knowledge of computers and modern management procedures; evidence of effective leadership, management, organization, and communication skills.

Application: please send a letter of application, résumé, and names, addresses and phone numbers of five references to:

Dr. Mark Curchack Assistant to the President Beaver College 450 S. Easton Road Glenside, PA 19038

The Search Committee will begin reviewing applications on June 1, 1992; all applications must be received by June 10. The anticipated starting date is September 1, 1992. Competitive salary commensurate with experience and

An Affirmative Action, Equal Opportunity Employer

supervision of an area on campus and one function to be assigned (administrative carrottees, student services, or personnel or personnel of Dr. Justin Politry, Charles, Department of Behavioral and Social Scientificate.

duction to sectionly criminately tenta-quency, criminal justice, urbay problems, and qualitative methods. Completed Ph.D. preferred, but not required; prior teaching experience required. Seed letter of applica-tion, vita, numes of their references, and evidence of effective teaching to: Kathrin Talley. Chair, Department of Sociolosy and Anthropolosy, North Central College, Naparville, Illinois 10196. Dentilob: May 15, 1992.

ASSISTANT VICE PRESIDENT Affirmative Action

TEMPLE UNIVERSITY of the Commonwealth System of Higher Education, located in the Philadelphia metropolitan area, is a multi-cultural, senior comprehensive research university with five campuses (Including a health sciences center with a 504-bed university teaching hospital) and a student enrollment of approximately 30,000.

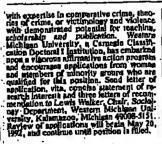
The Assistant Vice President for Affirmative Action is the principal advisor to the President and Executive Cabinet on all Affirmative Action matters. Responsibilities include the development, monitoring and implementation of Affirmative Action Plans and Programs; actively assisting university offices and administrators in their efforts to ensure equal opportunity for employment within their portfolios, and working with broadly-based affirmative action committees to promote education, awareness and compliance throughout the University community. The Assistant Vice President serves as liaison and point of contact with the appropriate regulatory agencies with respect to employment procedures and related compliance matters, including charges of unfair discrimination.

Requirements include a Master's Degree (a terminal degree is preferred) and a minimum of 8 years administrative experience in a higher education set-ting, including at least 4 years experience in the administration of Affirmative Action plans and programs. An equivalent combination of education and experience may be considered. Extensive knowledge of government regulations regarding affirma-tive action is required. Excellent administrative, organizational, human relations and communication skills are essential.

Temple University offers an excellent salary and benefits package. Applicants should submit a letter of application, resume and the names of three references by June 5, 1992, to: Search Committee, c/o Theresa Mahoney, Personnel Administration, TEMPLE UNIVERSITY, 1601 North Broad St., Philadelphia, PA 19122. An equal oppor-tunity, affirmative action employer.

Choose

_TEMPLE



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PROVOST

SOUTHEAST MISSOURI STATE UNIVERSITY is a comprehensive regional irretitution fully accredited with the North Central Association of Colleges and Schools and the only senior institution serving the southeastern quadrant of Missouri. The University campus consists of 780 acres situated on a hill overlooking the city of Cape Glardeau and the Mississippi River. During the 1991 fell acceptable of Schools and the Mississippi River. of Capa Gkardeau and the Mississippi Rivet. During the 1991 fell samester, B,800 students were enrolled in programs leading to associate, bachelor's, master's, and specialist degrees. A newly revised general education program has received national recognition, and the teacher advocation program was secently identified as a modal in Teach America, an AASCU program for improving teacher advocation, for innovative curricular development. The University emphasizes excellence throughout the academic division.

THE POSITION: The Provost is the chief sendemic officer of the university. As the President's first delegate, the Provost has primary responsibility for the overall administration of the scademic programs and is charged with promoting scademic excellence among the inculty and maintaining excellence within the scademic programs of the University. Major responsibilities of the Provost include developing and coordinating University planning; coordinating faculty recruitment, development, and employment activities; providing leadership in program review and development; enhancing the academic/culturel environment; and stimulating research, scholarly activities and creative endeavor. The Academic Division is composed of thirty-six academic departments in five colleges (Business Administration, Education, Health & Human colleges (Business Administration, Educatiun, Heelth & Human Services, Liberal Arts, and Science & Technology), se well as the School of University Studies, the School of Graduate Studies & Extended Learning, and Kent Library. Currently, Intercollegiate Athletics reports to the Provest. This reporting channel will be

QUALIFICATIONS: Candidates for the position must hold an earned QUALIFICATIONS: Candidates for the position must hold an earned doctorate from an accredited university; demonstrate a successful record of achievement in teaching and scholarly activity; and demonstrate successful experience as an academic administrator at a comprehe neive university. All candidates will be judged on avidence of effective academic leadership within the context of a decentralized mode of collegial decision making and demonstrated skill in developing good working relations with people from diverse backgrounds. Candidates must demonstrate knowledge of and experience with comprehensive academic planning, evaluation, and resource allocation, and must be effective as a campus appointment of the candidate be committed. spokesperson. It is essential that the candidate be committed to ecademic excellence as well as the University goal of increasing its athnic, cultural, and international diversity.

SALARY AND BENEFITS are competitive and commensurate with

POSITION will be vecant July 1, 1992, and will be tilled as econ as

NOMINATIONS DEADLINE: Nominations must be submitted not ster than June 15, 1992, to the address listed below.

APPLICATION PROCEDURE: Review of materials will begin on June 15, 1892, and continue until the position is filled. Applicants should send a letter of interest which shows evidence of the qualifications noted above, a curriculum vitae, and the names, addresses, and phone numbers of five references to: Kala M. Stroup, President; Southeast Missouri State University; One University Plaza; Cape Girardeau, MO 63701.

Southeast Missouri State University is an Affirmative Action/Equal Opportunity Employer and ancourages nominations and applications of women and minorities.



PACIFIC UNIVERSITY OREGON **VICE PRESIDENT FOR FINANCIAL AFFAIRS**

Applications are invited for the position of Vice President for Financial Affairs. Pacific University is an independent Liberal Aria and Health Sciences University with an annollment of 1500 students. The University includes the College of Aria and Sciences, the College of Optometry, the School of Professional Psychology, the School of Physical Thorapy, and the School of Occupational Therapy, all based in the lovely small-town community of Forest Grove, Oragon, 23 miles west of Portiand, between the mounteins and the ocean. The University offers an excellent comprehensive benefits package.

Responsibilities
The Vice Provides for Financial Affairs is the chief financial officer of the University and Inancial advisor to the President and the Board of Trustees. He/she reports to the President and is a member of the President's Cabinet. The position is responsible for settle menagement of the various funds as determined by the Board of Trustees, for financial reports, and for contractual and legal errangements for the University. The position supervises the business office, computer services, human resources, physical plant, business services and security. The Vice President staffs and services of the Board of Trustees. The Vice President staffs and services of the Board of Trustees. The Vice President for Financial Affairs is also responsible, working with the Provost and the Faculty Business (or provided the value of the Board of Trustees. The Vice President for Financial Affairs is also responsible, working with the Provost and the Faculty Business (or provided the Vice President for Financial Affairs is also responsible, working with the Provost and the Faculty Business (or provided the Vice President for Financial Affairs is also responsible, working with the Provost and the Faculty Financial Affairs to Budget Committee,

Qualifications
Desired qualifications include an advanced degree, with CPA or CMA preferred.
The successful candidate with have a demonstrated record of leadership, organizational effectiveness and a commilment to comprehensive, effective financial management in higher education. A minimum of seven years' progressively responsible experience in itecal management, planning and fund accounting, with a strong verbal and written communication skills is required. Pacific seeks a person with a clear series of the way financial policies must work to support ecademic priorities and values in a place with a mission of service.

Applications
Résumés, along with cover letter and professional references should be tubmit-ted to: Kuman Resources Department, Psalifo University, 2043 College Way, For-est Grove, OR 97116; (503) 359-2210.

The position is open until filled. Review will begin on May 1, 1992

Pacific University is an equal opportunity employer

ST. BONAVENTURE UNIVERSITY

VICE PRESIDENT FOR BUSINESS AND FINANCIAL AFFAIRS

SI. Bonaventure University Invites applications/numinations for the position of Vice President for Business and Financial Affairs (Full-time, twelve-month, administrator), with an intended appointment date of September 1, 1992 or sooner. Letter of application addressing the below cited qualifications, vital resumeration physical policities, and three current letters of recommendations should be sent to: Ahimative Action Ofnice, 5t. Bonaventure University, Bry CC, St. Bonaventure, NY 14778. The closing date for applications in May 29, 1992. Candidates whose applications are received after that date cannot be assured of full consideration.

cannot be assured of full consideration.

St. Bonaventure University is a 134-year old comprehensive University in the Franciscan tradition, with a strong commitment to the liberal arts and a glubal education experience. Lucated near the city of Olean, New York, seventy-tive miles south of Buffalo, New York, the university enrolls approximately 2,800 graduate and undergraduate students in five schools (Arts and Science; Busmess; Education; Franciscan Studies, and Graduate). The average annual hudget is \$32,000,000.

OUALIFICATIONS

The basic qualifications for a successful candidate are as follows:

Rachelor Degree (preferably in business) required
Advanced degree in business areas desirable
Advanced in depth understanding of the controller; budgeting; physical; facilities; personnel; computing, and junchasing functions preferred

Managerial expertise, including (but not limited to) proven record of super-

vising subordinales required

Excellent veibal and written communications required

Proven ability to interact collegially with all internal and external constituencies of the University required POSITION DESCRIPTION

POSITION DESCRIPTION

The Vice President for Business and Financial Affairs reports to the President and is responsible for the business and financial affairs of the university. Oversees all university administrative services, including that not limited to the above cited functions, as well as the following: fiscal and tacilities planning; administrative computer services; mail and telephone communications. Prepares in a timely fashion budget assumptions, budget parameters, and a preliminary annual budget proposal for the planning and financial budget of the university. Responsible, in collaboration with senior administrator, for ensuring efficient cost-effective management of university business and financial attairs. Conducts complex cost/benefit studies, Negustates with partles/vendors regarding university contracts. Represents university to various governmental and regulatory agencies. Chief administrative Italson to Bullding and Grounds, Finance and Budget, and Investment Committees of the Buard of Trustees. Oversees preparation of apprupriate reports/records for annual audit by September 15 of each year. Maintains knowledge of current trends in tield. Assumes other related duties as assigned by the president.

SALARY SALARY

Competitive, commensurate with qualitications and experience.

St. Bonaventure University is an Equal Opportunity Employer; women and minorities are encouraged to apply.

WESTERN NEW MEXICO UNIVERSITY

Vice President for Academic Affairs

Western New Mexico University, a dynamic, growing regional institu-tion, invites nominations and applications for the position of Vice Presi-dent for Academic Affairs. The successful candidate will be an experi-enced, ambitious academic leader who will report to the President of the University. The Vice President for Academic Affairs will play a leader-ship role in the newly reorganized academic structure and provide guid-ance in the institution's thrust toward exemplary teaching and the use of new technologies.

The Vice President for Academic Affairs is responsible for all academic programs and personnel, the Library, Registrar's Office and Continuing Education and Regional Services.

Education and Regional Services.

Qualifications: The Vice President for Academic Affairs will have (1) an earned doctorate from an accredited institution of higher education; (2) at least 5 years of collegiate-level teaching experience; (3) academic administrative experience at a baccalaureate degree-granting institution: (4) evidence of and interest in a leadership role in the use of technology in instructional improvement and Extension Center Instruction; (5) be responsible for and involved in the recruitment, support, and assessment of faculty. Candidates possessing knowledge of, and experience in working with, the New Mexico higher education community are encouraged to apply. Candidates must have credentials strong in teacher education and a proven track record of academic excellence. The salary will be commensurate with situration and experience.

Deadline: Application materials should include letter of introduction, resume, and 5 letters of reference. Review of applications begins May 27, 1992 with position open until filled. The appointment date for the Vice President for Academic Affairs will be August 1, 1992 or before.

Please send applications and nominations to: Vice Presidential Search Committee for Director of Human Resources, Western New Mexico University, Silver City, NM 88062.

WNMU-An Affirmative Action, Equal Opportunity Employer

dergraduate teachins and advisorsent. Preferences will be given to applicants with an to Dr. Austin Dias, Spanish Division Chair, MSW and specialization is our or more of the following areas: serontolosy, criminal justice, demography, substance abuse, political science, or instory. Send letter of application, transcript, risume, three letters of reference, and systeme of rescaining ability to Academic Director, Allen Juliversity, 1530 Harden Street, Columbia, South Carolina 3524, by July 15, 1992. Allen is an Historically Black Colese and welcomes all qualified applicants.

Spanish: Assistant Professor of Spanish. Tequip-track subject to position approval and funding, beginning August 1, 1992. Specialist in Spanish-American Riemature and culture, especially the novel, Minfamina Qualifications: Ph.D. in Spanish Language and Spanjsh-American Liferature; fluent or high-level Ruency, and successful teaching experience. Desirable Qualifications: back-around in Latin-American studies. Duties: teach three courses per senester in literature, civilization, and inaquage, most in Spanish, some in English; research; assist with assigned duties, Salary dependent on qualifications and experience. Assistant Professor undinteen: 356,024. Seed letter of application, curriculum vitze, teaching

956-4170. Deadline: June 1, 1992.

Spanisht Lecturer in Spanish, 40 hours/
week, 5500 a.m.-5:00 p.m. Salary 525,750
year, 7800 a.m.-5:00 p.m. Salary 525,750
year, 781150 a.m. And Spanish Language and Polasguy and three
year, 781150 axperience as a 057A. Other
special requirements include: In ben of
Ph.D. may have Ph.D. candidact; with a
minimum of live staduate courses in area of
education, with cuspharis on the teaching
of knguages, Spanish in particular. Must
have minimum of three years' experience
teaching language and culture, designing
proficiency-based courses at the first, secood, and more advanced levals, bus
tave minimum of one graduate course each
in Hispanis language, languistice, fluerature
and culture as well as language pedagogy;
Employer puld advertisament. Send restumes and evidence of requirements to



VICE PRESIDENT FOR STUDENT AFFAIRS

Nominations and applications are invited for the position of Vice Pedent for Student Alfairs at Troy State University.

Troy State University is heated in Troy, Alabama, with a branchespois in Phenia, Alabama, and teaching sites on some 64 military uses, thems in the United States and multiple international sites with anothered headcount entrollment, Fall 1992, of 10,826. It is a compely-sive public institution offering associate, bachelor's, master's expecially degrees in 64 majors. Troy State University in Troy is, home campus of The Troy State University System which also be independently necredited campuses in Mantgomery and Dallan A, hand. The Troy State University System has a system-wide headcon enrollment, Fall, 1901, of 16,072.

The Vice President for Student Affairs is the chief alministrate sheer for the Division of Student Affairs and reports directly to left, cellor who is the chief inhurinistrative officer of the Troy campus. The Troy State University System. The Vice President is reported for providing leadership and achinistrative direction to a compact sive student affairs jungment which seeks in provide an apparamacularity, cultural, and social environment that curvatages exhibited to develop his/her infigure patential and to become a probability of society.

Functional areas for which the Vice President will be responsible include: Eurollment Services (Admissions, Academic Records, Euc. cial Aid, Veterans Services, Pre-College Orientation, High Schold Junior College Relations/Rocrutament, and Junior College Relations/Rocrutament, and Junior College Arbeition); Student Health Services, University Police, Student Union, 9, dent Activities, Conference Services, Intramunals, Placement Sciences, Drug Alonse Prevention, Student Hausting, Greek Affairs, John Honal Students, Countselling Services (Testing, Academic Advisors Vocational and Persural Countselling), the Student Government Aconation and Student Dovelupment Services (Career Development Cer, Computer Works, Interactive Media Center, Student Super Services, Tutorial Centers for Natural Science, Reading, and Wibog The Vice President is responsible for all matters pertaining to mode conditier, rights, and responsibilities.

Qualifications: The successful candidate will: have extensive epen

conduct, rights, and responsibilities.

Qualifications: The successful condidate will: have extensive uponence and knowledge of student affairs functions and issues, adstand thoroughly enrollment management relating to the remined and retention of students; experience with assessment, budges, and student affairs program development; evidence of professional deal opment and activity; a demonstrated ability to work successfully with there examples uffices and persons; possess excellent communities and organization skills; an enrued doctorate in an appropriate bill from an accredited institution; a commitment to and demonstrate record of expanding opportunities to diverse populations on a college earnpus.

Salary and Benefits will be competitive and commensurate with a rience and qualifications. This is a twelve month position. Position Available: September 1, 1992, or a date acceptable to a University and the successful candidate.

Application Procedure: Review of completed applications will be an June 1, 1992, and will continue until the position is filled applicants should salumit letter of interest which shows evidence of be qualifications noted above, a corrientum vince and the names, address and phone numbers of five references to:

Dr. Glenda McGaha VP for Student Affairs Search Comm Troy Stute University Truy, Alabarm 36082

Troy State University is an EEO/AA employer and encourages applitums from women, blacks, and other minorities.



Associate Vice Chancellor for **Financial Management**

The Area: Appalachien State University invites applications for the position of August Vice Chencellor for Pinancial Management. The University was founded in 1899 as a Vice Chencellor for Pinancial Management. The University was founded in 1899 as to located in the heart of the beautiful Blue Ridge Mountains of North Carolina, is accept the 16 institutions of The University of North Carolina System. Application happens sive comprehensive university with a current enrollment of 11,300 student. Responsibilities: The Associate Vice Chancellor for Financial Measurement of the Chancellor for Financial Measurement of directly to the Vice Chancellor for Business Affairs. This position is responsible development, oversight, and implementation of the University accossing, beings, and business operations.

and business operations.

Candidate Must Poassess An earned Master's Degree in an appropriate belt sub a finance, accounting, economics, operations research, etc. is required. A Document preferred. Experience in higher education in business affairs ares at the management level is preferred. Candidate must demonstrate strong organizational and interpreted skills and integrity necessary to lead the financial management area of Business Affairs achieving the goals of the University.

Applicants Must Submit, A letter of interest, current resume, and a list of fee references with addresses and relephone oumbers are required. The intended date of reportment is August 17, 1992. Completed applications must be received by Just 3, 100 Componention is competitive and commensurate with qualifications. This is received.

Send Applications To Mr. J. Carroll Brookshire Chair

Appalachian State University is an Equal Opportunity Employer and scively settable candidacy of women and minorities.

Spanish/Portuguese: Assistant Professor of Spanish lingulatics and Portuguese lansuage. Pull-time tonure track, beginning August, 1992. Salary 533,000. Required: Ph.D. In Spanish linguistics. Native or near-native fluency in Spanish, Portuguese and English. Commitment to scholarship as demonstrated by publications. Qualification to teach advanced and graduate-level Spanish language and linguistic courses;



PRESIDENT

BULLETIN BOARD: Positions available

Hudson County Community College

The Board of Trustees of Hudson County Community College seeks an coordinary educational leader interested in an opportunity to truly sate afficience in an urban community college where the richness afficient is taken for granted. The President is the chief executive face and reports to the Board of Trustees.

incrand reports to the Board of Trustees.

(Ref and reports to the Board of Trustees.)

(Increase the College is an open-access, urban community careed in 1974, the College is possible to 7,000 college whose 2,800-student enrollment is projected to grow to 7,000 to 1995. Dispersed linoughout Hudson County in northern New Jerby 300s the river from New York City. The College is planning new, 1995 and 1995 a

the College seeks a visionary president to foster the orderly longuage development of the College. Integrity, decisiveness, and the taking analysis and listen to others will be required attributes. addion, the President of HCCC should possess line following char-

Ability to work collaboratively to analyze current academic offerings and lead a strategic planning effort to meet the danging needs of students. The workplace, and the continuous co

mudiy.

Ahlity to quickly assess the current strengths and resources of the College and, based on realistic priorities and timetables, to deploy them effectively.

Adept at identifying and developing funding sources to support desired programmatic results.

Ability to construct a shared understanding with the Board of Trustees of the proper roles and responsibilities of each in the leadership and administration of the College.

Operience relating positively with accrediting and licensing agencies.

ing agencies.

• Experience building an effective administrative team and confortable with collective bargaining in a collegiate set-Milly to coordinate the consolidation and new construc-tion of facilities.

tion of laculties.
Superior communication capable of projecting a new lin-age of dynantic energy and achievement for the College. tions and applications should be sent to:

Joseph S. Sherman, Secretary to the Hudson County Community College Presidential Search Committee 500 Plaza Drive P. O. Box 3189 Secaucus, NJ 07096-3189

Applications should include a current résurné and a thoughtful letter discusing the candidate's qualifications. The Search Committee will begin reviewing applications on June 11, 1992 houndidate can be guaranteed full consideration if materials are received after that date.

flution County Community College is an AA/EEO employer. This search is assisted by the Presidential Search Consultation Service of the Association of Governing Boards of Universities and Colleges.

the property of the design of



West Valley-Mission Community College District SARATOGA, CALIFORNIA

SEARCH FOR A CHANCELLOR

Afterseven years of successful leadership as Chancellor of the West Valley-bisson Community College District, Dr. Gustavo A. Mellander has been uponed Professor and Director of the Center for Community College foscion at George Mason University.

bedoing at George Mason University.

The Bond of Trustees invites mominations and applications for the position of Charellor. The Chancellor is the chief executive officer of the District adaptors to a locally elected seven-member Board of Trustees. The Chancellor provides educational leadership for the District in cooperation with the object of presidents and serves as chief administrative officer responsible for faming, organizing and evaluating the resources, programs and services of the District.

Caddate Qualifications should include:

Analyzaced degree from an accredited institution (an earned doctorate a preferred):

Sucressful senior level, postsecondary administrative experience. At least two years in a community college is preferred.

Sucressful postsecondary teaching experience. Community college experience is preferred.

Demonstrated ability to effective.

tmonstrated ability to effectively interact with persons of diverse so-economic and ethnic backgrounds.

obeconomic and einnic backgrounds.

Application Process:

All of the following are needed for any candidate to have full consideration:

A letter of application;

A completed Application for Certificated Management Employment*;

A completed Application community and professional experience;

A trumé of educational, community and professional experience;

A trumé of educational questionnaire*;

Manes, addresses and telephone numbers of five references to include a broad representation of subordinates, faculty members and colleagues.

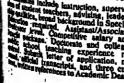
Monations and applications will be received until the position is filled. Its committee will begin its formal acreening process by June 17, 1992, all conditions are encouraged to apply by 5 p. m. on that day.

The employment announcement, application and aupolemental question
time of the professional contents.

Mr. Tony N. Brown
Human Resources Employment
West Valley-Mission Community College District
14000 Fruitvale Avenue
Seratoga, California 95070-5698
(408) 741-2000 Mr. Tony N. Brown

Ven Valley-Mission Community College District is located in the heart of the Sant Clara/Silicon Valley, approximately 50 miles south of San Franciscin the San Jose metropolitan area.

AA/EOE



PRESIDENT **UNIVERSITY OF HAWAII**

The Board of Regents of the University of Hawaii invites nominations and applications for the position of President of the University of

Governed by an aleven-member Board of Regents, the University of Hawaii is a land-grant, see grant, and space-grant institution consisting of ten campuses in the chein of Islanda which comprises the State of Hawaii. It currently has an enrollment of over 47,000 students with an operating budget of over 400 million dollars and attracted external support of 106 million dollars in the last fiscal year.

The University of Hawaii at Manoa, the principal campus of the system, offers baccalaureate, master's, and doctoral degree programs in a variety of fields including fully accredited schools of medicine and law. The University of Hawaii at Hilo is a baccalaureate campus with a College of Arts and Sciences and a College of Agriculture. The University's West Oahu Campus is an upper-division campus. The remaining seven compuses comprise the University of Hawaii Community College system.

The President is the Chief Executive Officer of the University and is responsible to the Board of Regents. In its next President, the University seeks an Individual with the follow-

Ability to serve as head of a university system.
 Ability to lead the University in all of its multiple missions; open

access community college education; baccalaureate education in the liberal arts and pre-professional areas; professional education; graduate education; and research.

Demonstrated experience in managing an enterprise at least as complex as the University of Hawaii.

Ability to understand and work effectively in Hawaii's multicultural encicler.

society.

• Ability to promote the University's growing international role, particularly in Asia and the Pacific.

• Academic or intellectual preparation sufficient to earn the respect of the faculty and the community of a major university.

Nominations and applications should be sent to: Mr. Roy Y. Takeyama
Chairperson, Screening and Advisory Committee
Board of Repents
University of Hawaii
2444 Dole Street, Room 209

Applications should include a current résumé and a thoughtful letter discussing the candidate's qualifications in terms of the criteria stated

Applications will be revisived commencing on August 14, 1992. Candidates whose applications are received after that date cannot be promised full consideration. The position will be tilted on January 1, 1993. The University of Hawali is an AVEEO Employer. This search is assisted by the Presidential Search Consultation Service of the Association of Governing Boards of Universities and Colleges.

KRIREDERNINGERREICH WILLIGERLEICH WERTRICHER WERTRICHE WERTRICH WERTRICH GEREICH WERTRICH GEREICH G



PACIFIC UNIVERSITY

Vice President for Development

Applications are invited for the position of Vice President for Development. Pacific University is an independent Liberal Arts and Health Sciences University with an enrollment of 1500 students. The University includes the College of Arts and Sciences, the Cuilege of Optometry, the Scincol of Protessional Psychology, the School of Physical Therapy, and the School of Occupational Therapy, all based in the lovely scenic suburban community of Forest Grove, Oregon, 23 miles west of Portland, between the prountains and the ocean. The University offers an excellent comprehensive benefits package.

Responsibilities
The Vice President for Development reports directly to the President, is a member of the The Vice President is Cabinet, and is responsible for overall Development operation of the University. The Vice President is responsible for supervising the following areas: annual giving, planned giving, composale and foundation relations, major gifts and grants, research and records, and the present Pacific Contenty Campaign and the planning and successful execution of future campaigns. The position stalls and serves as an ex-officio member of the Development Committee of the Board of Trustees.

Qualifications

The successful candidate should have an advanced degree in a relevant area, with a minintum of seven years of progressively responsible development and fund-raising expendence in a non-profit setting, preferably in higher education. Direct responsibility for annual fund and planned giving is required, and direct experience in planned, organizing and managing a capital campalign is preferred. A demonstrated ability to positively motivate a working team is essential. Excellent oral and written communications and public speaking skills are also necessary.

Applications
Résumés, along with cover tetter and professional references, should be submitted to:

The position is open until filled. Review began on May 1, 1992. Pacific University is an equal opportunity employer.

unite courses in special education; 2) supervising student teaching and other field experiences; 3) advising graduate and undergraduate students; 4) engaging in scholarly schivities; and 5) engaging in scholarly schivities; and 5) engaging in scholarly schivities; and 5) engaging in service activities; that are a reflection of a professional test that are a reflection of a professional school in a metropolitan university. A doctorate with concentration in special coluctation of the related area is preferred, A master's degree and si least three years experience working in a 8-12 school actting are required. This position will be a non-tearned required. This position will be a non-tearned rack appointment for one scadenic year only. Salary and rank will be based on qualifications of the candidate selected. Higher is dependent upon budget approval; and grant finding. For applications of the candidate selected. Higher is dependent upon budget approval; and grant finding. For applications are proval and grant finding to work with adult visually handicapped clients. For applications will be find the provide of the prov



PRESIDENT

THE UNIVERSITY OF TEXAS AT AUSTIN Numinations and applications from qualified and interested carriedates are sought for President of The University of Texas at Austin. The position will become vacant on September 1, 1992, when the current President becomes Chancellor of the U.T. System

U.T. Austin, established in 1803, is the oldest and largest institution of a university system which consists of 9 general academic and to health-related components. The University enrolls just under 50,000 students, with 26% in post-baccalaureate programs. U.T. Austin employs approximately 1,900 indue and tenure-track faculty.

renure and tenure-track faculty.

U.T. Auslin Is a comprehensive research university offering a full-range of graduate and undergraduate academic programs, many of which are trainonally and internationally recognized. A total of 273 degree programs, 78 at the doctoral level, are offered through the following colleges and schools: Architecture, Business Administration, Communication, Education, Engineering, Fine Ars. Law, Etheral Arts, Graduate School of Tibrary and Information Science, Natural Sciences, Nursing, Pharmacy, Lyndon B. Johnson Science Public Alfairs, and Social Work.

U.T. Again, has outstanding facilities, is a well endowed juditic university with more than 1,000 endowed faculty positions spread throughout its various academic units, has use of the nation's linest libraries, and has a strong research and public service tradition.

research and public service tradition.

The President is the cluid administrative officer of the University and reports to the Executive Vice Charactior for Academic Alfairs of the University of Texas System. Candidates for the presidency should be highly respected within the national academic community, possess an extract ductorate or cumparable academic credentials, have strong academic experience, exhibit a devotion to excellence in research and teaching, have demonstrated leadership ability in a large complex organization, present a strong commitment to and experience with development of diversity, have a solid record of institutional development experiences, and possess the ability to communicate a vision of the University to faculty, students, alumni, the international community of scholars, and other consiltuencies.

Letters of application or nomination will be accepted until June 1, 1992. After that date, the Advisory Committee or the Board of Regents may request and constrier credentials from additional candidates nominated from responsible sources. All nominations and applications (with supporting materials) the additional candidates.

Advisory Committee for the Selection of a President at U.T. Austin c/o The University of Texas System 601 Colorado Street Austin, Texas 78701

An Equal Opportunity, Affirmative Action Employer



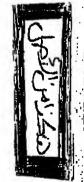
PRESIDENT

The Board of Trustees of Duke University Invites nominations and applications for President. Screening of candidates will begin on June 1 and will continue until an appointment is made. Please send nominations or expressions of interest to: John W. Chandler, Chairman, Presidential Search Committee, P.O. Box 22079, Duke Station, Durham, NC 27706.



Auke University Dake University is An Equal Opportunity/Altimative Action Employee

résumé, transcripts (corries accepted), and thrae current recommendation letters to Dr. Kethis Leoper, Chair, Department of Speech, Rei: Speech Position #51809, Northwest Missouri State University, Position to remain apen until filled. AAROE; worden? and minorities' applications encouraged.



Sociology/Social Work: Allen University, a small, church-affiliated college, invites applications for a position in the Social Science Department beginning August, 1992.

to Dr. Austin Dias, Spanish Division Chair, Department of European Languages and Literature, University of Hawaii at Manos, Moore Hall 483, 1890 Bas-Wast Road, Honolulu, Hawaii 96822; telephone 808-936-4170. Deadline: June 1, 1992.

7310 Woodward Avenue, Room 415, Detroli, Michigan 48202. Reference number 24792.

Spanish/Portuguese: Assistant Professor of Spanish/Portuguese: Assistant Professor of Spanish Rogulatics and Portuguese lenguage. Perferred: Two-first spanish inguistics. Portuguese lenguage. Perferred: Inches gradient and course and citabilistic spanish in teaching in the course of the course of

PRESIDENT

Morningside College Sioux City, Iowa

The Board of Directors of Morningside College invites applications and nominations for the position of President

Founded in 1894, Morningside College is a private, coeducational, four-year, liberalarts institution. Affiliated with the United Methodist Church, the college seeks a campus body representing diverse social, cultural, ethnic, racial, and national backgrounds. The college enrolls 1,232 students and employs 64 full-time faculty. The campus consists of 16 buildings on 27 acres located in Sioux City, Iowa. Metropolitan Sioux City supports a population of 100,000 and is the economic and cultural hub of the "Siouxland" region.

Candidates must have an earned doctorate from a recognized university. Among the other qualifications

- proven experience and success as an educational leader;
- experience with a private liberal arts college;
- experience in fund-raising; ability to work effectively with faculty, students, alumni, and community and church
- leaders: expertise in administration and planning;
- exemplary character and integrity; and

· ability to communicate and motivate, and to

- lead the college.

 Prospective candidates should send the following:
- an application letter;
- a complete resume/vita; placement credentials;
- complete transcripts;
- an original position paper addressing "Challenges and Opportunities Facing Private Colleges in the 1990s and Beyond";
- letters from a minimum of five people representing career and community
- relationships; any other materials that you consider relevant.

The committee will review complete files beginning immediately. The starting date is negotiable, but the new president will assume office no later than August 1993. All applications or recom-mendations should be sent to:

> Mr. Jim Walker, Chair, Search Committee Morningside College 1501 Morningside Avenue Sioux City, Iowa 51106.

Applications will be acknowledged and further information sent to the candidate.

Morningside College is an Equal Opportunity Educator and Employer.



Sports Information: Director, University of North Dukota, Number 2-133, Sports In-formation Director is responsible for media relations, publications and other materials associated with each spontored sports, remining, pinicintona and outer naterious associated with each spontoned sports, preparations for home events, management of the department including budgeting and staff assignments, and other duties that may be assigned, Requires Buchelor's degree; Master's preferred, in related field and minimum of these years' experience in collego sports information or related. Effective written and oral communication skills needed. Computer technology skills prequired. Knowledge of broadcast media operations and awareness of overall NCAA rules preferred. Position available July 1, 1992. Salary: 323.884-339.516. Deadlines: May 29, 1992. Sand letter of application, resume and references to: Personnel Services, University of North Dakots, P. O. Box 8010. Grand Forks, North Dakots, S8202. An Equal Opportunity Employer, Affirmative Action.

Student Activities: Coordinator for Student Activities. Advise student organizations, implement innovative student activities including educational, cultural, and social programs. Manuse film series, student space art galleries, letsure/recrealion pro-

gram, special events, student publications. Assist with Orientation and Cammencement activities. Requires a high level of contustista and creativity; willingness to work a flexible schedule including evenings and weekends. Required: Master's degree in Student Personnel or related field, and two years of experience in a college student activities program. Understanding of student activities program. Understanding of student activities program, Understanding of student activities program. Understanding of student activities program. Understanding of student activities program. Understanding of student activities program activities program activities program. Understanding of student activities program activities of reference to Mr. Michael Molla, Assistant Dean for Student Affiria. Maryland Institute, College of Art is an AA/EOE employer actively sceking minority and women candidates.

Stackent Activities Southeast Missouri State University, Assistant Director, Canpus Activities. The responsibilities, in brief, include; supporting, coordinating and advocating a comprehensive, year-round student netivities program and advising Sindent Activities Council (SAC), Southeast's campus-wide programs of coordinating a campus-wide programs of coordinating a campus-wide leadership development program; developing programs for the University Center; and serving as a resource for the University Center; and serving as a resource for the University Center; and student Affairs staff. Qualifications: Master's degree in Student Personnel or related field, experience in Cantons activities/programming and a working knowledge of student development required. The successful applicant must demonstrate an understanding of and strong commilment to a service oriectation and cultural diversity. Minimum available compensation: commensurate with experience. The University provides an excellent base benefits program including leaves and insurances. Application deading: May 19, 1992. To apply, send a letter of application. resund, and names and telephone numbers

THE SCHOOL OF THE ART INSTITUTE OF CHICAGO PRESIDENT

Founded in 1869, the School of the Art Institute of Chicago is a professional art college of the highest caliber. It helped establish and is a charter member of the National Association of Schools of Art and Design. Located in Chicago, the School is at full envolument with 1700 full- and part-time students pursuing 8 FA's, M.FA's, M.A's and post-baccalaureate certificates. Endowment of the School is currently in excess of S50 million. The Art Institute of Chicago is a non-profit corporation consisting of the School of the Art Institute and the Museum of the Art Institute. Together, they are internationally acknowledged as among the leading cultural institutions in the world.

leading cultural institutions in the world.

The President will be the chief executive officer of the School and will represent it to its varied constituencies as well as to the public. Excellent continuntication and interpersonal skills are essential as the President must be a persuasive advocate for SAIC. HerShe must be able to earn the respect of and develop long term relationships with students, Jacuity, staff, alumni, volunteers, museum staff, donor prospects and the general public. The successful candidate will be an enthusiastic supporter of contemporary art and should have a sensitivity for and understanding of the process of making art which is the prinary function of the academic curriculum at the School Given the envious reputation that the School enjoys and the nature of its student constituency, the President must have a global perspective and be sensitive to cultural diversity. The President will have a proven track record of institutional leadership.

The successful candidate will be an inspirational, pro-active leader and will be a

proven track record of institutional leadership.

The successful candidate will be an inspirational, pro-active leader and will be a visionary who will, together with his/her administrative and volunteer team, lead SAIC into the future with even greater achievements and success. The President should be comfortable working in a dynamic, fast paced environment and be able to adapt when necessary to the ever-changing needs of the organization. Demonstrated financial, administrative, managerial, and organizational skills are expected.

The President will have successful executive experience in higher education or in the arts and will be experienced in working in a governing board environment. Since a strong respect for the arts is essential, preference will be given to candidates with experience in the arts.

An advanced degree is required; a terminal degree is preferred. Annual compensation will be competitive and commensurate with experience Relocation assistance and an executive benefits package will also be provided. Please do not reply to SAIC. Send cover letter, résumé/cv, including salary history,

Mords & Berger 201 South Lake Avenue, Suite 700 Pasadena, CA 91101 Tel: 818-795-0522; Pax: 818-795-6330

The School of the Art institute of Chicago is an Equal Opportunity Employee

EXECUTIVE VICE PRESIDENT

Ross University School of Medicine and Veterinary Medicine seeks nomina-tions and applications for the position of Executive Vice President. The Vice President Is responsible for: academic programs, securing faculty and support staff, creating and implementing budgets, maintaining high level enrollment and providing strong leadership.

We prefer M.D. degree for this position and candidate must have minimum of ten years' experience in similar position with either a medical school or

Review of nominations will begin immediately. All candidates must submit formal applications including statement of how the candidate will satisfy this position. Please send CV and three references to:

Executive Vice President Search Committee c/o Dr. Ross, Chairman Ross University
460 West 34th Street, New York, NY 10001

of three references to Durector of Personnet Services, Southeast Missouri Stale Univer-sity, One University Pieza, Cape Gira-deau, Missouri 63701. An Equal Opportu-nity, M/F, Affirmative Action Employer.

nity, M/F, Affirmative Action Employer.

Student Activities/Multicultural Programs:
Carson-Newman College is located in Jefferson City, Tennessee, and sifflined with
the Tennessee Baptist Convention. The
college is accredited by the Southern Associalion of Colleges and Schools. The studrift enrollment is approximately 2,000.
Carson-Newman expects its faculty and
ataff to be actively supportive of its alms as
a "college with a Christian commitment.
Responsibilities include: overail direction
of Student Activities and Multicultural Programs. Effective leadership and communication skills, and a love for working with
attudent organizations are essential. Bachetor's degrate required; Master's proferred.
Stabary commensurate with education and
experience. Applications should include
complete vite; official transcripts; three
recommendations; and a latter southing the
reasons why the applicant wants to work in
a liberal srts Christian college. Send to: DeStudent Development, Carson-Newman
College, Jefferson City, Tennessee 37760;
phones: (613) 471-3235. Application deadline; June 5, 1992. Minorities are encouraged to apply.

Student Personnet/Residence Life:
Student Pe

Students Vice President for Activities, Services, and Organizations, Campus Activities Buard, comprised of eight programming computities. Homecoming Committee, and Crystal Crest. Will advise other ASWSU and attudent programs as passagned, assessing student development, asysting with designing and implementation of leadership development and trading morrans.

awarding terminal degree, and a list of references who may be contacted. Applications will be received until June 10, 1992, or until the position is filled. Contact Dr. Sam V. Danzar, Area Coordinator, Teacher Education, P. O. Box 3161, Ruston, Louisiana 71272; FAX (318)257-2379. Assistant/Associate Professor: Curriculum and Instruction, Educational Leadership, Teaching responsibility includes teaching undersprudiate and graduate education courses, The responsibilities farther include attudent advisement, supervising internsiting experiences, conducting research and engaging in other, related scholarly service activities.

para compliance. Applicants must have a Masier's degree in education, counselling or student personnel services or clearly related field; live or more years of education related field; live or more years of education related the programs for disadvantased and/or disadvantased students in post-secondary education and audinum of three years' experience managing seadomic support services for collego students required. Screening of candidates will commence May 25 and will confinue until a successful candidate is appointed. Submit letter, résumé listing three references and transcripts to: Illinois Central College, Personnel Office, One Collego Drive, East Peorla, Illinois 61635. An Equal Opportunity, Affirmative Action Employer.

to: Student Program Search Committee, c/ o Human Resources Departmens, Webor State University, Onden, Utah 84408-1016. Applications for this position will not be accepted unless received or postmarked before close of business on May 29, putiess the closing date is extended by the search committee or hiring authority. WSU is an AA/BOE.



PRESIDENT

THE UNIVERSITY OF TEXAS AT PERMIAN BASIN

Nominations and applications from qualified and interested randdates are sought for President of The University of Texas of the Pennian Basin Treposition is currently filled on an Interim basis.

U.T. Permian Basin, established as an upper-level university in 1969 and authorized to add a lower division for the 1991-92 academic year, is used 15 component institutions in The University of Texas System (9 general academic institutions and 6 health-related components). Located in Odesa, U.T. Permian Basin serves primarily a seventeen county region surrounding the cities of Midland and Odlessa.

The institution enrolls approximately 2100 students (17.3% minority) and degree programs at the baccalaureate and master's levels through the following Divisions: Behavioral Science and Kinestology; Business; Educator Humanities and Fine Arts; and Science.

The facilities of the Institution are ample and would permit expansion of enrollment without new construction. A new facility, housing the Perman Basin Center for Energy and Economic Diversification, is located midaly between Odessa and Midlanti. As part of the U.T. System, U.T. Perman Basin is connected by a high speed digital communications newark bother components. This technology allows for Interactive multimedia Institution and access to a CRAY Y-MP Supercomputer and on-line catalogs for rombined library holdings of over 10 million volumes, including the 6-million volumes of the U.T. Austin General Libraries.

volumes of the U.T. Austin General Libraries.

The President is the chief administrative officer of the University and report to the Executive Vice Chancellor for Academic Affairs of the University of Toxas System. Candidates for the presidency should be highly respected within the academic community, possess an earned doctorate or compute academic credentials, have achieved distinction in at least one academic professional area, exhibit a commitment to excellence in research andigating, have demonstrated considerable leadership and administrative abids, present a strong cummitment to and experience with development of dismity, have a solid record of institutional development experiences, and passes the ability to communicate the mission and needs of the University to lacify, students, alumni, and other constituencies.

Letters of application or nominations will be accepted until lune 1, 1992. After that date, the Advisory Committee or the Board of Regents may request and consider credentials from additional candidates nominated from responsible sources. All nominations and applications (with supporting materials should be addressed to:

Advisory Cummittee for the Selection of a President at U.T. Permian Basin c/o The University of Texas System 601 Colorado Street

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NAVARRO COLLEGE

Vice - President for Student Services (Search Re-Opened)

NAVATRO
COLLEGE

Dutles and Responsibilities: The Vice-Prosident for Student Services of be primarily responsible for: counseling; student activities; houng requiring the primarily responsible for: counseling; student activities; houng for the country of the primarily responsible for: counseling; student activities; houng in the first for a cach of these five areas. Related areas of responsible student support support behavior, veterans affaints, international students, student health support supports to the student planning, budget nearagement accommunity service. Additionally, thore is linkage with security and maintenance for campus like all student housing. This position reports to the Executive Vice-President and serves at member of the Executive Coordinaling Court. I.

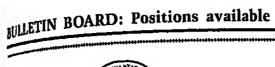
Qualifications to Master's Degree in Student Services or related area required; On long preferred. Must have community college experience; a commitment to the community college philosophy is required. Extensive experience is desirable in student services and related areas. Must possess leadership and management skills.

Applications Submit resumé to: Dr. L. say, L. Reed, Executive Vice-President, Mario College, 3200 W. 7th Avenuo, Corsicana, TX 75110. Application deadline, Mario Reneral Information Navarro College is a fully accredited, comprehense, publicated.

1992.

General Information Navarro College is a fully accredited, comprehensive, public unmunity college. Founded in 1946, the College now has a semester credit enrollment of approximately 3,000 students. The College's modern, well-maintained latilities are also also not beautifully landscaped campus on the west side of Contana. Conscara is a community of 24,000 people located on t-45 approximately 65 miles south of the Dala'. Ft. Worth metropies. In addition to the main campus, Navarro College has center in Mexica and Waxahachie.

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South Carolina State University

PRESIDENT

The Board of Trustees and the Presidential Search Committee of South

Los of President

15.64ed in 1896, South Carolina State University is a historically black, 15.64ed in 1896, South Carolina State University is situated on 160 acres p.Sc. 1890 Land Grant institution. The University is situated on 160 acres p.Sc. 1890 Land Grant County Carolina which is forty miles east of the state study of the County of the County

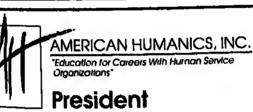
Is well as the Doctorate in Educational Administration.

The hesident is the chief executive officer of the University and reports detay to a nine member Board of Trustees. The successful candidate will have an earned doctorate or appropriate terminal degree in an authent discipline or professional field. Credentials should reveal properly responsible administrative experience in an educational institutional evidence of a commitment to teaching, scholarship, research and public senter. The candidate should also have the ability to work effectively with dress populations including faculty, students and staff, a genuine comment to shared academic governance and an ability to articulate a story from the future growth and development of the University.

tokans should submit a letter of application outlining how they mee feolials, a current résumé and the names, professional affiliations, ad cross and telephone numbers of at least three sources of references. Kontradors and expressions of interest will continue to be received until the position is filed. Because the Search Committee will begin screening candidate in late june, submissions are encouraged prior to june 15, 1992, Inquiries, applications and nominations will be treated in absolute condence and should be directed to:

Dr. James H. Arrington, Chair Presidential Search Committee South Carolina State University P.O. Box 2764 Orangeburg, SC 29116

South Carolina State University is an Equal Opportunity, Affirmative Action Employer.



American Humanics, in its 44th year, is a national association whose sole purpose is to recruit and prepare professionals for careers in youth and human service agencies.

This goal is achieved through partnerships among American humanics, affillated college and university campuses, and the elevel primary youth and human service agencies:

Big Brothers/Big Sisters Boy Scouts Boys and Girls Clubs

Girls, Inc. Girl Scouts Junior Achieve YMCA

American Humanics seeks a President and Chief Executive Officer who possesses the following qualifications:

Recognized administrative leadership, including financial and

2. Meaningful experience with youth or human service agencies,

A successful record in fund-raising.

I. Effective public relations talents, particularly in working with talege and university personnel and representatives from the private sector.

American Humanics, headquartered in Kansas City, is governed by a 21-member Board of Directors, headed by a Chair and an Executive Committee. Nominations and applications should be forwarded to

Presidential Search Committee

4601 Madison Avenue Kansas City, MO, 64112



Southern Seminary College invites nominations and applications for the position of president for the 125 year old independent two-year women's college. The president is responsible for the total operation of the college and reports directly to the Board of

Located in the beautiful Southern Shenandoah Valley, three miles off Interstate 81 and only six miles from Lexington, Southern Sem has a student/faculty ratio of 10:1 and provides a liberal arts program from which most graduates transfer to recognized senior institutions. The excellent riding/equitation program is nationally known; the riding team has gone to the Intercollegiate Horse Association finals 13 consecutive years and has 8 times been crowned national champion.

The successful candidate must be oriented toward public visibility and fund raising and must at the same time be a proven manager/administrator/leader.

Nominations, inquiries and letters of application should be submitted by June 15. Letters or application should include resumes and names, addresses, phone numbers and relationships of

> Mrs. Barbara Turk, Chair Presidential Search Committee Southern Seminary College Buena Vista, Virginia 24416

EXECUTIVE DIRECTOR

The New England Colleges Fund Invites applications for Executive Di-rector. Located in Boston, NECF is an association representing 29 liberal arts colleges and universities throughout New England, its ma-sion is to secure private-sector financial support on behalf of its mam-ber inattrations and to advance their values and contributions to higher

equation in the norm arts.

The Director is responsible for overall leadership and administration of the association, He/she works closely with the presidents and development officers of the member colleges and the NECF business trustees. Qualifications preferred include a record of achievement in fund relaing and experience in working with institutions of higher advection, corporate and private foundations, business donors, and volunteer opportunities.

Special advantages of the position include the opportunity to create a now vision and strategic plan for an evolving organization and to gain professional exposure to most of the prestigious colleges and major employers of New England.

Send letter of application and résumé in confidence to: Cetherine Moritz; lesocson, Miller, 105 Cheunoy Street; Boston, MA 02111.
NECF encourses woman and persons of color to apply. East Coset



Superintendent/President Gavilan Joint Community College District

Gilroy, California

EDUCATION AND BACKGROUND A master's degree is required and a doctorate degree is preferred, Leading candidates will have senter leadership experience in progressively responsible positions in higher education, preferably in a community college setting.

Gavilan College seeks a prosident who is a successful leader with the following demonstrated qualifications:

Knowledge of and commitment to the mission of community colleges.
 A special interest in teaching, learning, and educational innovation.
 Understanding of and sensitivity to cultural diversity and a desire to celebrate

The ability to establish a sense of community among employers, community members and students, and to foster a climate which encourages teamwork.
Visionary and luture-oriented higher educational leadership, with the ability to understand new and emerging needs of District communities and in develop programs and resources to meet those needs.
Publical astureness amit the ability to effectively bring the needs of the District to the attention of the State Chancellor's Onice, state and lockeral legislators, and local as asymment agencies.

and local government agencies. OAn unriestanding of the business community and the Cullege's relationship to

 consumers annuaged the business commonly and the Cullege's relationship to economic development.
 Commitment to participation and shared governance that no lades to ulty, classified, trustees, and students, and an understanding of all elements of All 17.45. A fluorough understanding of community college list all matters, the ability to raise outside funding, and a skill in budget development and linancial many.

agenceri.

Recognition of the important contributions of all employees.

Understanding of the planning process and the need to involve all college.

Constituencies.

Commitment to collaborative, collective bargaining in the academic setting.

The ability to work effectively with the Board of Trustices and an understanding of the roles of the Board and the Superintendent/President.

Commitment to non-discrimination and aftirmative action.

Recruitment and retention of under-represented students and stall.

PERSONAL CHARACTERISTICS
(1) A personality that is open, trusting, imaginative, and collegial (2) Stamina and enthusiasm for hard work (3) Personal, visionary leadership (4) a sense of humor, (5) concern for people.

humor, (5) concern for people.

THE APPLICATION PROCESS
A letter of application responding to the selected qualifications as listed in this announcement. This includes education and background, position profile and personal characteristics, current résumé, the names, addresses and telephone numbers of six to eight references to include supervisors (current or furmer), subordinates, faculty members, and colleagues.

Nominations and applications will be received until the position is filled. Because the Presidential Search Committee will begin screening candidates in mid-june, 1992, the submission of applications is encouraged prior to that date Nominations, applications, and expressions of interest should be submitted to:

Dr. John D. Randall, Presidential Search Committee, 5055 Santa Teresa Boulevard, Gilroy, Callfornia 95020-9599.

The applications will be reviewed by a screening committee representing the constituencies of the District. The committee will select candidates to be interviewed and after the Interviews will recommend finalists to the Board of Trustees. The Board of Trustees will interview the finalists and make a selection sometime in July, 1992.

Gavilan College does not discriminate on the basis of race, sex, color, religion, nailonal origin, age, handleap or disabled veteran status in the provision of educational services and programs, or in the employment process, pursuant to Federal and State statutes and regulations pertaining to unlawful discrimination. For information, contact: Dr. John D. Randall, 229 Calle del Verano, Palm Deseri, California 92260; 619-568-0136.

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End Paper



Making Ordinary People Important

OT LONG AGO I found a letter in my mailbox postmarked El Paso, Texas. The letter was written in pencil on school notebook paper and had many grammatical errors. "Dear Mr. Delano," it began, "I am fourteen years old and when I grow up I vant to be a photographer like you. . . ." (Well, I decided right there, this letter I must answer.) The boy went on to explain, in two long pages, that he came from a poor family; his mother worked in a shirt factory; that he had started taking pictures but his camera was stolen, and he was saving up for another one: that he had found some Farm Security Administration nictures in books at the library while writing a school paper on the Great Depression; and that he was asking for my autograph because he liked the pictures so much.

I am generally a poor correspondent but such flattery was irresistible. I sent him a signed print and a letter with several questions. One of them was, "What is it you like about FSA pictures?"

His next letter was euphoric. He was making a cherry-wood frame for

the picture to leave to his children and grandchildren. His thanks were effusive, and in answer to my question he wrote, "I like the pictures because they make ordinary people important."

To enrich the human spirit in some measure seems to me to be the

"Contrasts: 40 Years of Change and Continuity in Puerto Rico. Photographs by Jack Delano," will be at the Museum of Art at Housatonic Community College, Bridgeport, Conn., through May 31. It then will travel to the Puerto Rican Cultural Society of Dayton (June 20-July 19) and to other sites through 1993. The exhibition of 100 photographs was organized by the Smithsonian Institution Traveling Exhibition Services tion Service from Mr. Delano's collection.

The text above by Mr. Delano is excerpted from Puerto Rico Mlo, published by the Smithsonian Institution Press.

Government & Politics

FROM 'PUBLIC GOOD' TO 'PRIVATE GAIN'

The Alabama Legislature

found an unambiguous way to show that it supports the Student Government Association at Auburn University, which is trying to deny recognition to a gay-students group: The

legislature passed a law to bar

from meeting on public-college

nected to sign the bill. Faculty members and students

measure "stupid" and

groups that support homosexuality

Gov. Guy Hunt, a Republican, is

affliated with the Auburn Gay and

Leshian Association called the

unconstitutional. They said they

would challenge it in federal court.

Auburn's student-government

resident. Pat Sefton, said he was

"We felt that groups such as that should not be allowed to meet on

campus" or receive public funds.

government denied the group a

The bill would prohibit state

charter in November 1991, but the

university administration overruled and recognized the gay group.

olleges from spending public funds

or indirectly to sanction, recognize, or support any group that promotes

a lifestyle or actions prohibited by the sodomy and sexual-misconduct

prohibition is not meant as "u prior restraint" on free speech, or to apply to groups "whose activities are limited solely to the political

advocacy of a change" in sodomy or

The bill was passed amid much

puttural voices when casting their

feminate voice as he jokingly urged

ecording to observers of the debate.

I think it's demonstrative of the

ed that the House and Senute are

excruciatingly homophobic," said Seven A. Migalski, co-president of

professor of psychology and faculty adviser to the group: "I certainly

with the Alabama Legislature would

turn to desperate problems facing

the state instead of scoring political

cized by Governor Hunt and

other state officials for reversing the

student-government's decision, the

lederal judge to determine what

rights the group does have.

Auburn Board of Trustees has asked

The trustees asked the court for a

declaratory judgment on whether the

by students' rights of free speech

and assembly "entitle them to

recognition on the same basis as

Meanwhile, the group's charter

other student organizations

tensins intact.

it gay-students group and a ond-year doctoral student.

Added Barry Burkhart, a

points by agitating bias."

The situation has also

prompted another legal

ocularity in the State Senate.

everal Senators adopted deep

voles, and another used an

is colleagues to vote No.

The bill also says that the

extral-misconduct laws.

or using public facilities "directly

saidMr. Sefton, a junior. The student

College Officials and Policy Experts Ponder Implications of 'Privatizing' State Colleges



Lois B. DeFleur, president of SUNY at Binghamton: "We're a public university. We want to be partners with our region and our state."

By GOLDIE BLUMENSTYK

Many educators and public-policy experts believe the fiscal problems of the states are leading to the "privatizing" of public higher education-they just aren't sure what such "privatizing"

Some say it results from the fact that many states no longer provide the levels of financial support for institutions that they did in the past, leaving public colleges with greater responsibility for meeting their budgets with donations, money-making enterprises, and tuition.

Others see privatization taking place when financial aid does not increase as fast as tuition. That can drive some needy students away from public colleges, leaving behind a wealthier student body that is more akin to that found at expensive private colleges.

Search for More Autonomy

Still others cite as evidence of the trend the move by college officials in states like Florida, Illinois, Maryland, and North Carolina to obtain more autonomy from their state governments and legislatures.

Other signs of privatization are the Continued on Following Page

\$3,600. That would mean a basic grant of

\$2,300 plus \$100 for tuition at the current

\$2,400-level for Pell Grants, which private-

college officials said was too little for tu-

The House legislation called for a grant

of \$2,750 plus one-quarter of tuition up to

\$1,750. But the bill said nothing about how

to structure the grants if the government

College Officials Urge Congress to Adopt New Pell Grant Formula Congress could not afford a grant of

By THOMAS J. DcLOUGHRY

College lobbyists are urging Congress to adopt a new Pell Grant formula that promises more help to students facing higher tuition, but could cause some at lower-cost colleges to get smaller grants.

Officials representing public and private colleges, who worked out the compromise formula, hope Congress will incorporate it in final legislation to reauthorize the Higher Education Act. Lawmakers from the Senate and the House of Representatives are expected to meet this month to craft a final bill from separate measures that have been approved in each chamber.

The college representatives also are proposing changes in the "needs-analysis" system that the government uses to identify who qualifies for grants, student loans, work-study, and other programs. They want Congress to delay the changes until fiscal 1994 to give aid officers time to adjust to them. Such a delay would also avoid adding many new students to the aid programs in 1993, when resources are expected to be scarce.

'Taken Very Seriously'

It was unclear last week whether lawmakers would accept the proposals. Congressional aides said they were analyzing them to determine their effects on different types of students and their cost to the government.

"I think it will certainly be a recommendation that's taken very seriously because it does represent a consensus of people

who might otherwise be at war with each other," said Thomas R. Wolanin, staff director of the House Subcommittee on Postsecondary Education.

The officials of higher-education associations who developed the compromise wanted a formula that would provide enough money to pay living expenses for students at the lowest-cost institutions and, at the same time, provide additional money to students at higher-priced institu-

The officials held similar talks last year that produced an expensive formula that members of the House and Senate approved as parts of their respective reauthorization bills. But, as it became clear that Congress would have little money to add to the Pell Grant program in 1993, some private-college officials charged that the formula would not go far enough in helping students pay higher tuition.

The formula in the Senate reauthorization bill called for \$2,300 plus one-quarter of tuition up to \$1,300. But the bill said that the amount for tuition would be reduced if

"Low-income students would

have a higher percentage

of their need met

regardless of where

they go to school or

how much it costs."

More 'Tuition Sensitivity' The compromise, developed during weeks of meetings, seeks to add more "tuition sensitivity" to the formula while not keeping low-income students from being able to afford community colleges and low-

could not afford \$4,500.

er-cost, four-year colleges. A key to the deal was an agreement that grants for students who live with their parents should be smaller than those for students who live at college. Students who are financially independent of their parents would be entitled to the larger grants no matter where they lived.

The rationale, according to officials, was that students who live at home would presumably have smaller expenses than those renting a dormitory room or apartment. Current law treats the two groups separately, but the reauthorization bills would eliminate the disparity.

The compromise calls for a maximum grant for those who live at college of \$3,120, which would be the sum of \$2,400. plus 35 per cent of tuition up to \$720. The

Continued on Page A29

Continued From Preceding Page moves by some states to recruit private colleges to neet some educational needs of a region or type of student. Illinois, for example, has Bradley University provide state-subsidized courses in Peoria, while Florida may pay private colleges to accept

graduates of public community colleges. College leaders offer varying reasons for the privatization. Lattie F. Coor, president of Arizonn State University, says public higher education used to be seen "as a public good" but now is regarded as "a private gain" for which students should be more financially responsible.

David W. Breneman, the former president of Kulamazoo College who now teaches at the Harvard University Graduate School of Education, says the nation has reached "the end of the whole post-World War II era of expansion." Public higher education cannot-and probably should not-compete against other more pressing demands for state funds, he says. "It seems to me there is ample evidence that the public isn't willing to tax itself for this purpose," Mr. Breneman says. In many states, public libraries, recreation programs, and the arts face a similar fate.

'State-Aided' or 'State-Assisted'

Several public-college officials have even started describing their institutions as 'state-aided" or "state-assisted," to emphasize what they see as a changing relationship with their states.

And even as public-college leaders struggle to understand what privatization is and why it is taking place, many are also



Lattie F. Coor of Arizona State: Public higher education, once seen as "a public good," now is seen as "a private gain," for which students must be responsible

beginning to see its effects on their campuses.

Lois B. DeFleur is one such college president. Her institution, the State University of New York at Binghamton, is in a region hurt by layoffs in the defense and computer industries. Community leaders have asked her to open the university's career-counseling center to the displaced workers. But the center itself is shortstaffed because of state budget cuts. "Our students wait in line. Can we afford to serve yet another audience?" Ms. DeFleur asks. Budget cuts have also forced the institution to drop two undergraduate engineering programs that were popular with many older students who live nearby.

Ms. DeFleur says she finds such decisions painful. "We're a public university. We want to be partners with our region and our state," she says. But she adds, "If you get less and less from the state," it's harder to meet those demands.

Ten years ago, Binghamton got 75 per

cent of its budget from the state; next yes the state of Michigan." But the state share will be 54 per cent. Ground in the institution's account of the decline in state in the institution's overall budget is pand by kennedy says as the decline in state the reason the percentage for 1992-93 is and continues, "It does call into quesmuch smaller, but cuts in state financity and the doubling of tuition charges have been significant factors. The cent of the students be Michigan

Like many public-college president Ms. De Fleur says she fears tuition hits. Stals. The rule has been attached to will undermine the diversity of the studen indian appropriating state money for body. Now about 46 per cent are first-gas harminersity since the late 1980's. eration college students-far more says, thun at nearby private institutions

Growing Reliance on Tuition

Public-college presidents elsewhere and Mr. Kennedy says the reare alarmed about the growing reliance to gas are committed to abiding by it for tuition, particularly in Virginia. Ten four year institutions in Virginia expect the rincome from out-of-state tuitions apstate to cover less than half of their budget an more tantalizing, "You do have to next year. In 1988 the state share for all of state how long you can maintain that." Virginia's public, four-year institution; 1/4. Kennedy is quick to note, however, instruction costs was over 66 per cent. 19 no amount of tuition or fund raising

The growing dependence on tuiton in Lateplace essential state support for "an being duplicated nationwide. In 1960, 20 cording to Jay Stampen and W. Lee Harsen of the University of Wisconsin at Mad ison, tuition and fees accounted for about 17.7 per cent of the costs of instructionard academic support at public colleges nationally. By 1990, the proportion had not scale how much money their instituto 24.8 per cent.

At SUNY, Ms. DeFleur says her institut and savings were significant. tion has responded to the higher witten 1 Some members of the Overlap Group and state cuts by pushing harder for pa timed other members of "cheating" unvute gifts, particularly for student aid. But de group's rules to attract the best Ms. De Fleur udds that relying on private and particularly athletes. donors can have a price, particularly ithe lustice Department documents donors have their own priorities. "They the filed with a Federal District Court in don't control you, but it doesn't always haddelphia. It is expected to hear the deblend." she says.

not want their money used for basics. "It the eight by League institutions with vioexperience," says Shirley Bird Pen, Minganilms law through participating in vice-president for development and in the Grenap Group. While all of the colversity relations at the University of Teta kers have denied wrongdoing, the eight at Austin, "is that donors to public inside tions continue to give for excellence and enhancement purposes," such as faculty l'ader the decree, the colleges agreed to endowments and art collections.

Possible Change in Mission

As a public institution, she says, "you do not raise money for lights and electro ity and basic English instruction."

Ms. Perry, whose state still boasts los public-college tuition, says the privatire to said the department was misapplying tion mood has not hit Texas, and consquently she has not seen any shift in the tudes among public-college leaders about tudes among public-college leaders there laws were designed to prevent where college leaders are pondering hor applications from restricting outputs and their state-oriented mission might charge profits. But in education, the adherif they depended less on the state.

"There are undergraduate program access and advancing social that are very expensive and frequently in the said Mr. Bowen, who is expected volume," notes David J. Berg, special is lightly at the trial on behalf of MIT. volume," notes David J. Berg, spendid at his filed its own brief with the court, Minnesota system. Agricultural programs, for example, are politically popular in the Bowen: that the Overlap arrangefor example, are politically popular in many Midwest states, but costly. If a salt was to provide only 20 per cent of the institution's budget rather than 40 per cent of the institution budget rather than 40 per cent of the institution budget rather than 40 per cent of the institution budget rather than 40 per cent of the instit low-volume program? In fact the blass age to lose its age to the lost if the l culture-oriented Waseca campus, Mr. Berg says costs drove the decision.

less on the state than it used to.

the university got \$151-million from the state and \$114-million from student universities with visite and fees. In 1990-91, the state's share was and fees. In 1990-91, the state's share was said by department officials have \$270-million, the students' \$294-million.

Tuition doubled in that period.

Tuition doubled in that period.

"I don't think there has been any per "I don't think there has been any per designed to prevent students admit-vice-president for government affairs."

"I don't think there has been any per designed to prevent brief portrays designed to prevent students admit-vice-president for government affairs."

Mr. Coor of Arizona State says the level of state support does often influence the institution's focus. At the University of Vermont, where he used to be president. the institution received less than 15 per cent of its budget from the state; at ASU state funds cover about 53 per cent.

"It's a question of emphasis and ownership," says Mr. Coor, comparing the two institutions, "ASU has a much deeper and fuller set of programs for the state in which we live. We have a much closer tie to the K-12 and community-college systems, and more-substantial investments in publicpolicy research."

For Mr. Coor, the trend of declining state support is of particular concern, because he believes that low tuition remains the best way to advance educational opportunity. He credits the low tuition in his state-\$1,600-for the high proportion of minority students enrolled. At ASU, 26 per cent of the freshmen are minority students.

But people like Mr. Breneman, an advocate of the high-tuition-high-aid model for

the financing of public higher education, say college leaders would be better off recognizing that privatization is here to stay, and begin shifting their emphasis to lobbying for financial aid. He says states will continue to rely on higher tuitions to support public colleges because it makes sense. For other programs, such as indigent health care, "it's less clear there's a reasonable alternative."

Guaranteed Annual Appropriation

Edward T. Lewis, president of St. Mary's College of Maryland, says that was precisely the concern that prompted him to seek "autonomy" for his institution. This year St. Mary's won approval from the General Assembly to operate more freely from state budgeting and accounting procedures. The institution has been guaranteed its annual appropriation in a single grant that is supposed to increase annually according to a set index.

The St. Mary's proposal goes farther than those approved for public colleges in

Florida and North Carolina, or proposed in Illinois, because the law also allows the institution to control its own tuition. College officials say they expect to double their tuition, to \$5,000 in five years, and also to double institutional spending on financial aid to as much as \$1.6-million.

As an institution espousing a high-tuition-high aid philosophy, and a public college operating autonomously, St. Mary's will become, in effect, an example of the "privatized" public institution-although Mr. Lewis flinches at the description.

"We're certainly still a state institution," he insists. Although the liberal-arts college does not emphasize state-oriented research, Mr. Lewis says one way it will preserve its "public" character is to keep the diversity of the student body.

As long as the college carries out that promise and is successful, he says politicians won't abandon it. "When you have a record of achievement, they want to support you." They don't say 'you're doing well enough."

Sustice Dept. Documents Provide New Information About 'Overlap' Activities ticularly the Provost (James Rosse, an

"saved" by participating in the asso-

re public university policy that might

nea for debate is the rule that at least

though university officials have

tunsuccessfully to eliminate the 70-

comise that is this big and this vast."

Adment's case against MIT next month. Also, donors to public colleges often to the department last year charged MIT and y institutions agreed to a consent decree with the department to resolve the case. departicipating in Overlap.

Many college officials, citing the case MIT, declined to comment on the Name Department's Interpretation. But hixton University and the current presiand of the Andrew W. Mellon Founda-

'Mancing Social Values'

the lowed-based aid has had the purpose "There are undergraduate programs dimproving access and advancing social

ent lead to higher costs for students.

hedepartment's brief in the case, how-Berg says costs drove the decision.

The University of Michigan is relying to the first detailed look at the less on the state than it used to. In 1981-22 in that led it to charge some of Amerthe university got \$151-million from the university got \$151-million from the

from being able to make a choice based on price to go to one or another college. A major point in the brief is that the Overlap meetings were designed to keep financialaid packages at the same level, not to find the correct award.

The brief quotes participants in Overlan meetings as saying that the average amount of time for working out the differences between two colleges' aid calculations of a family's ability to pay for college was about two or three minutes. The brief, citing documents from the Overlap discussions, also says that it was common for the colleges to just "meet in the middle" of the two estimates of family contribution.

The Justice Department also charges that Overlap participants knew that the

footnote says: "In its effort to characterize Overlap as a nefarious undertaking, the [antitrust] division emphasizes instances of aid officers 'meeting in the middle.' To the contrary, the practice is a fitting illustration of Overlap's revenue-neutrality. If Overlap had been intended to enhance revenues, schools would have gravitated toward lower need assessments."

Thane D. Scott, MIT's lawyer, said that the Justice Department's references to colleges' saving money were "one half of a very complex picture." Said Mr. Scott: "The question that needs to be asked is what was done with the money that was saved. The answer to that question is that those savings were spent by these schools in additional financial aid. To present that

tion price-fixing, as it were), and restraint of trade. Accordingly and despite our arguments to the contrary, we doubt very much that Stanford would entertain an invitation from the lvy Group in the near term for anything like full-scale Overlap."

economist who specializes in antitrust

matters), continues to be troubled by the

possible analogy of Overlap (pre-notifica-

'Many Schools Interact' Mr. Scott acknowledged that MIT and the Ivy League institutions had held discussions with Stanford on the aid process,

but he declined to say whether Stanford had been invited to join Overlap. "Many schools interact with professional colleagues on the subject of need analysis. It's no surprise that they interacted with Stanford on this matter," Mr. Scott said.

Mr. Rosse, who has since left Stanford and is now president of a newspaper chain in California, said in an interview last week that he did remember Overlap asking Stanford to consider joining and that he did turn down the offer because he was "worried" about whether Overlap was legal.

The Justice Department briefs also say that additional evidence that the Overlap group was a cartel can be found in university documents that indicate that "cheating" on Overlap rules was met with "vigorous complaints" from other Overlap members.

For example, the brief includes a copy of a handwritten letter sent from one Dartmouth College official to another, complaining about Harvard's decision to change an aid award for a star soccer player without letting Dartmouth know about the change. The letter says that, twice in a week, Harvard reduced someone's family contribution without telling Dartmouth.

"Either we have an agreement we all stick to or we do not have any agreement! I'm tired of being taken advantage of," the

The brief also notes that a "miscalculation" by Princeton of the aid to be awarded to a star swimmer "became a major incident" discussed by lvy League presidents.

In addition, the brief notes that many Ivy League officials were furious when Princeton in 1987 started a program to offer \$1,000 in research funds to selected incoming freshmen. Princeton denied that the program, which was abandoned after three years, was a merit scholarship, but other Ivy administrators disagreed. One called the Princeton claim "sophistry."

STATES NOTES

■ 18 college presidents weigh plea bargains in contributions case

■ CUNY moves to strengthen academic preparation of its students

Eighteen Ohio college presidents have been offered plea bargains in connection with criminal investigations into their roles in making illegal campaign contributions through the Ohio Technical and Community College Association.

Franklin County prosecutors confirmed that they had met with 18 presidents and advised them that they could face felony and misdemeanor charges, including theft in office, tampering with records, and violation of election laws. Plea bargains were discussed in the

According to several state and federal investigations, the association collected funds from some or all of its 24 member colleges and then funneled the money to influential state legislators as campaign donations. Separate investigations of the association's president also are under way.

Richard Whitehouse, head of the economic-crime unit of the prosecutor's office, said 16 of the 18 presidents had been offered the chance to plead guilty to the least severe of the potential charges and enter the county's pre-trial diversion program. He said he could not identify the 18 presidents, or indicate how many had accepted the plea bar-

The diversion program, commonly offered to first-time, non-violent offenders, is similar to probation and generally lasts one year. It would allow the presidents to have the guilty pleas expunged from their records if they fulfilled the program requirements and avoided other brushes with the law.

Two of the presidents were not offered the diversion option, Mr. Whitehouse said, because prosecutors believed their involvement was more substantial than the others'.

Mr. Whitehouse said he expected that the status of the charges against all presidents would become clearer later this month, when prosecutors expect the guilty pleas to be entered. At the same time, prosecutors plan to convene a grand jury and will seek indictments against those presidents who have not ulready pleaded guilty.

The City University of New York has adopted rules to insure that all students take college-preparatory courses—even if the students have to take those courses after they're

enrolled in college. The new rules, adopted by the cuny Board of Trustees last month, establish a model high-school curriculum of 16

courses that all CUNY students would be encouraged to have completed before entering college. The curriculum includes courses in mathematics, English, science, social studies, foreign languages, and the arts.

The rules are similar to minimum entrance requirements used by other public institutions and states. But to forestall criticism that it was ending the system's long-held tradition of open admissions, cuny's new rules allow students to fulfill the requirement after they have enrolled, but before they

"It was never a question that this would in any way alter open admissions," said Ronald M. Berkman, dean for urban affairs. He said CUNY officials hoped that most students would meet the requirements while in high school. Today, more than half of New York City's high-school graduates have not taken the recommended 16 courses. CUNY draws most of its students from the city school system.

The minimum course requirements were developed in a two-year cooperative effort by faculty members and administrators from CUNY and the publicschool system. The requirements will be phased in between 1993 and 2000.

-GOLDIE BLUMENSTYK

"The question that needs to be asked is what was done with the money that was saved. The answer to that question is that those savings were spent by these schools in additional financial aid."

practice of "meeting in the middle" was questionable. It quotes a 1988 Harvard document as saying to financial-aid negotiators for Overlap meetings: "Don't just say 'met Brown 1/2 way'-say more specific reason for change."

And it quotes a Harvard financial-aid official, after a May 1989 article in The Wall Street Journal raised questions about the Overlap Group's activities, as writing: "If we decided to continue with the Overlap process but stick to our guns about what contribution feels right for each family (instead of trying so hard to 'meet in the middle'), we would probably spend about

\$250,000" more on student aid. The same article in The Wall Street Journal, according to the Justice Department, prompted Yale's general counsel to discuss "legal concerns" about Overlap with lawyers from other Ivy institutions.

The brief also cites the \$250,000 figure as evidence that Overlap participation had the effect of saving colleges money.

William R. Fitzsimmons, dean of admissions and financial aid at Harvard, said that university lawyers had decided that no one from the university should comment on the Justice Department brief. Yale's general counsel, Dorothy K. Robinson, said she could not comment except to disagree with the department's brief.

A footnote to MIT's brief takes issue with the Justice Department analysis. The

process as one intended to reduce financial aid is inaccurate and unfair."

The Justice Department also argues in its brief that comparisons between Overlap institutions and Stanford, and an alleged attempt to recruit Stanford to Overlap, demonstrate that Overlap was illegal and hurt students. The brief argues that the information on Stanford is significant because Stanford and the Overlap members recruit similarly talented students, but that Stanford-staying out of Overlap meetings but also awarding need-based aid-tended to expect families to contribute less money for their children's education.

Comparison With Stanford

The Justice Department says, for example, that a study on students who were admitted to Stanford and MIT in 1988 found that of the 59 students who enrolled at MIT. the mean family contribution determined by MIT using the Overlap process was \$713 igher than Stanford's. Of the 140 students who enrolled at Stanford, the average family contribution expected by MIT was \$3,423 higher than Stanford's.

In 1986, the brief says, Overlap members asked Stanford to join their group. The brief says the request "underscores the Overlap members' anticompetitive purposes." According to a report prepared for the Overlap Group and cited in the Justice Department brief, "Stanford, and par-

to the dentul-research institute c:

NSF brought criticism from official of the agencies and from high education officials, who noted !:

all of the grants had been may

through peer-review competitive

Joel Widder, the director of kg

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Institute for Dental Research re-

leased a statement which said the

threatened projects were of "his

scientific merit" and that the

"have both theoretical and practi-

a \$94,000 grant from the denial-re-

search institute to the University of

Gothenberg in Sweden to study the

Fear." "For \$94,000 I can tell in

dentist. Any child knows that."

Genuine Lack of Knowledge

During the course of floor detet;

suggested that the Appropriation

to save no money at all."

The House plan, which would

not cut sol or the B-2 program and

cal significance."

A Form of 'Tit for Tat'

House and Senate Vote to Eliminate \$90-Million in College Earmarks

By JACK GOODMAN

WASHINGTON The House of Representatives and the Senate both voted last week to eliminate more than \$90million in earmarks for college projects in fiscal 1992 spending bills. The money, which has already been approved by Congress and signed into law by the President, is for projects that were not subject to merit reviews.

Both sets of proposed rescissions are part of larger bills that tive and the B-2 bomber programs. would cut several billions of dollars in approved spending. The Senate version also would cut portions of the budgets of the National Institutes Health and the National Science Foundation which are financing merit-reviewed projects, but which some Senators argue are wasteful. The House version would make some small, acrossthe-board cuts in education and health-research programs.

Still Would Be a Record

Members of the Senate and the House will now meet to resolve differences between their bills. If the eventual rescission package is approved by the President, the total amount of money carmarked by Congress for specific university projects will be reduced by about 13,6 per cent, from \$684-million to \$591-million. The new figure would still be a record and represent an increase of nearly 20 per cent over the fiscal 1991 amount

responses to rescission proposals made by the President over the grant universities.

creditation never materialized last

dents and faculty members.

The absence of debate was sur-

exander, had previously criticized

many call "pork" from the fiscal 1992 budget.

Although both bills cut deeper into the current budget than the President has recommended, they contain only a few dozen of his specific requests. Instead, the approprintions committees replaced the President's political agenda with its own, restoring, most significantly, the Seawolf submarine program. The Senate bill also makes cuts to the Strategic Defense Initia-As a result, the White House has said it will veto the bill. It does not appear that the Senate, which passed its bill by a vote of 61 to 38. would have the votes necessary for

16 Projects Affected

Sen, Robert C. Byrd, a Democrat from West Virginia and chairman of the Senate Appropriations Committee, strongly criticized the Administration's rescission proposals and said the President was 'playing petty partisan politics and pandering to the American people," by suggesting that such cuts would have a significant effect on the federal deficit

The two bills propose identical rescissions of 16 large appropria- \$29-million grant from the Depart- them in the fiscal 1992 budget. tions for university research and facilities from the Department of Defense's budget. The projects total \$90.9-million. The bills also propose cutting several smaller approprintions from the Agriculture De-The Senate and House bills are partment's budget, most of which would finance research at land-

Sen. Robert Byrd of West Virginia: The Bush Administration's

recision proposals smack of "petty partisan politics."

ment of Defense to construct a lose \$10-million grants as well.

severely affected. It received a more than \$65-million reserved for

The Senate bill also would cut 34 high-technology research center, research grants, three adminis-Louisiana State University, the tered by the National Institute of University of Minnesota, and Dental Research, which is part of Marywood College would each the National Institutes of Health, and the rest by the National Sci-Universities in West Virginia- ence Foundation. Mr. Byrd identiwhich have benefited tremendous- fied them as "examples of execuly from Senator Byrd's own efforts tive waste," adding that "you past two months in which he has If the rescissions are enacted to earmark dollars for them— didn't hear any of these items menchallenged Congress to cut what Boston University would be most would lose only \$750,000 of the tioned by the President." The cuts

Accrediting Agency Wins Federal Panel's Approval Despite 'Diversity Standards'

over "diversity standards" in ac- cally makes a final decision on rec- said Western's diversity policy ognition shortly after receiving the Members of the panel said West-

Instead of criticism, a Department of Education panel meeting ern's standards allowed instituhere proffered praise and a vote tions greater autonomy in deter- College. recommending continued federal mining how their diversity goals recognition for an accrediting would be applied than did those of agency that, as part of its reviews Middle States. Also, the Education Department of institutions, evaluates colleges' records in recruiting minority stu-

and members of the National Adviprising because members of the they had received no complaints panel and the official they advise, Secretary of Education Lamar Al-

the use of such diversity standards by another accrediting agency, the leges and Schools. They suggested that the standards forced colleges to use racial quotas.

But the panel raised no such objections over the agency reviewed of the agency reviewed of

That the standards roce conception to use racial quotas.

But the panel raised no such objections over the agency reviewed last week—the Accrediting Commission for Community and Junior Colleges of the Western Association of Schools and Colleges. The agency accredits about 150 two-year colleges in California, Hawaii, and the Pacific Islands.

Federal recognition, which is renewed periodically, is important because only colleges that are ac-increased in the agency of the continual solution of the department and panel had been politically and the Pacific Islands.

Federal recognition.

Sult from a 1 per cent servicing and board rescission of all delay board res

By GOLDIE BLUMENSTYK credited by recognized agencies James H. Daughdrill, Jr., a mem-ARLINGTON. VA. can participate in federal student- ber of the advisory panel who has account for the panel's change of was better. "There was no threat to academic freedom or institutional autonomy," said Mr. Daughdrill, who is president of Rhodes

> Another panel member, Bernard Fryshman, called Western's diversity standards and its method of applying them "a model," He said

from colleges helped his agency. tutions."

A rancorous debate expected aid programs. The Secretary typi- criticized Middle States' policy. heart, "It may have to do with people re-thinking it. It may have to do Some of the 15-member panel's ally was to not cut any money and the judge said, however, that with who's here at the meeting." Committee's underlying goal at most outspoken critics of the diversity standards—including Clark University philosophy professor Christina Hoff Sommers and Illinois newspaper publisher lobs nois newspaper publisher John from Washington. "The real gold. Hirschfeld-did not attend.

'Absolutely' Political

sory Committee on Accreditation and Institutional Eligibility said they had received no complaints from institutions about how the standards were being applied.

Recognition Renewed

In the Middle States case, several institutions that had been threatened with the loss of accreditation

The Middle States case, several institutions that had been threatened with the loss of accreditation

To the B-2 program and the B-2 program and stating that "each institution has the responsibility of defining characteristics of quality and excellence for itself," showed that the agency respected differences in institutions missions.

The Middle States case, several institutions that had been threatened with the loss of accreditation

To tout sol or the B-2 program and success and the furor over Middle States seemed "absolutely" political, said politics might also account for the change in climate last week. "Maybe that issue was perceived as more politically useful at that time than now," he said. Panel members denied that politics had played a part in their overall assistance. Second overwhelmingly by and the success are urging the Secular and Exchange Commission that would affer also block the expansion of a lettly "political, said politics might also account for the change in climate both the change in climate by 5.75-million from the NIH's block the expansion of a lettly "political, said politics might also account for the change in climate by 5.75-million from the NIH's block the expansion of a lettly "political, said politics might also account for the change in climate by 5.75-million from the NIH's block the expansion of a lettly "political, said politics might also account for the change in climate by 5.75-million from the NIH's block the expansion of a lettly "political, said politics might also account for the change in climate by 5.75-million from the NIH's block the expansion of a lettly political, said politics might also account for the change in climate by 5.75-million from the NIH's block the expansion of a le Middle States case, severutions that had been threatin side mission that determines are useful at that time than now, ne said. Panel members denied that utions that had been threatutions that time than now, ne manded that time that time than now, ne manded that time than now, ne manded that time than now

■ to 55.

and therefore were qualitated replacement from a basic different from Congressional to marks. and access," said Frank Mensel, vice-president of federal relations Modation officials, acknowlfor the American Association of "It's just old-fashioned, golds. ciping that Congress may not Community and Junior Colleges. fortable with the idea of providing

fleece, anti-intellectual demage, ery, 's said Robert M. Rosenzut; the president of the A. Rosenzut; ord upon a plan for how grants the president of the Association! American Universities of the See ate's cuts of the 34 grants. The easiest way to get laughs is located out project names. But the facture something sounds laughable doesn't mean it's unimportant."

American Universities of the See 12,000 should be distributed. By proposed that students living from home would receive 12,000 plus up to \$600 for tuition. See 12,000 plus up to \$600 for tuition. The college officials called the helping to pay family expenses as

Consued From Page A25

common the same student liv-

Bankers protest expansion of loan program ■ Judge rules in Education Dept. default case Afederal judge last week or-ered the President's Council

WASHINGTON UPDATE

Court orders science board to open meeting

d Advisors on Science and khaology to open to the pubkaportlon of a meeting that at least five minutes railing against led previously been scheduled The case was brought by the Bu-

rate of National Affairs, a publish-"Etiology and Treatment of Dead a variety of reports and inforsation services. Science & Govwhy people fear dentists," he soil tomatent Report, and the magazine

"I can tell you for a nickel, for U.S. District Judge Thomas R. penny, for nothing at all. Because Hogan said in his decision that the of the pain! It hurts to go with ouncil had violated federal openneeling laws in planning to close u potion of a meeting held last week Philip S. Weintraub, a spoker by caying improperly on un exnian for the American Dental Asso bulk privately about personnel ciation, said Mr. Byrd's commen showed a "genuine lack of thost

The meeting dealt with a study of edge about the science of dental to beath of colleges and universiis. The judge said that decisions on the Senate bill some segator which staff members would thinvolved in the study did not fit

-STEPHEN BURD

That leaves other lenders with the riskier loans and could discourage them from participating in student-

under current budget conditions.

"We're not left with a lot of op-

tions in terms of increasing equity

He admitted that he was uncom-

lower grants to students who live at

home. He said that most students

receiving Pell Grants are from fam-

ilies earning less than \$15,000, and many of those who live at home are

loan programs, the letter said. Hal F. Higginbotham, the College Board's vice-president for student assistance services, said that the fears of the bankers were "completely unfounded."

-SCOTT JASCHIK

A federal judge ruled last week that the Education Department had acted improperly in eliminating two institutions from federal student-loan pro-The ruling could give colleges

and trade schools a better chance of winning appeals when they are threatened with being dropped from loan programs under a 1990 budget law. That law terminates institutions if more than 35 per cent of their former students have defaulted on loans in each of three

consecutive years. Most institutions affected by the law have been trade schools, but more non-profit colleges could face elimination in the future when the cutoff rate falls to 30 per cent.

Judge Louis F. Oberdorfer of the U.S. District Court for the District of Columbia ordered that two trade schools be reinstated to the loan programs pending the department's review of their appeals. The two schools were the Atlanta College of Medical and Dental Careers and the Louisville College of Medical and Dental Careers.

The trade schools argued that the government had erred in calcu-

lo default on their loans. schools. —THOMAS J. DeLOUGHRY

College Representatives Urge Congress to Adopt Compromise Formula for Pell Grants compromise the best deal possible well as paying for tuition and other

> college bills. But Mr. Mensel suggested that other types of colleges also had to bend to achieve the compromise. He noted that the tuition component of the formula-35 per cent of tuition up to \$720 for a grant of \$3,120-was "a far cry" from what private-college officials wanted.

Linda K. Berkshire, executive director for education finance at the National Association of Independent Colleges and Universities. agreed that the degree of tuition sensitivity was not great. Thirtyfive per cent of tuition up to \$720 would mean that grants would grow up to a tuition of \$2,057 and then level off, she noted.

"Nobody is expecting to see hordes of students cross the border into new types of institutions." Ms. Berkshire said. But she added that getting lawmakers to think of the Pell Grant as the sum of living expenses plus a portion of tuition would benefit private colleges when more money is available.

Edward M. Elmendorf, vicepresident for governmental relations at the American Association of State Colleges and Universities, said the compromise was valuable because it would keep the various associations from bombarding lawmakers with conflicting plans for distributing Pell Grants.

"It's good policy," he said, contending that it would be easier to understand and more equitable than the current three-part Pell Grant formula that provides some students with more aid proportionate to their need than it provides to their needier peers. Under the compromise, he said, "low-income students would have a higher percentage of their need met regardhow much it costs."

Barmak Nassirian, assistant diwould receive less than he or she the formula would remove that indoes now if Congress provided the equity maximum grant of \$3,120 for resi-

Edward M. Elmendorf of of the American Association of State Colleges and Universities: The proposed formula is "good policy."

though, that some students would get less at lower levels.

Removing an Inequity

Mr. Nassirian said most of those receiving less would be students who attend colleges that cost \$1,500 or less and who live at home less of where they go to school or with parents who earn \$20,000 or more. Many of those students now receive the same size grant as rector of federal relations for the needier students at their colleges. state-college group, said no one By trimming their grants, he said,

dential students and \$2,520 for agreed to for the complex needscommuter students. He conceded, analysis system were designed to balance Congress's interest in admitting more middle-income students to the aid programs with concerns that such expansion could keep the neediest from getting the larger grants.

One effect of postponing such changes until 1994 could be that the cost of aiding more middle-income students would come due when the government might be better able to

That is because a current prohibition on using Defense Department savings for domestic programs will expire in 1994.

FACT FILE: Detense Department Contracts - Non-Bront Organizations, Fiscal Year 1991

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Federal Agencies Release List of Forthcoming Regulations

Federal agencies recently published lists of rules they plan to propose or complete work on in the coming months. Such lists are published twice a year as part of the government's effort to inform the public about forthcoming regulations that might affect their activities. The most recent list appeared in the April 27 issue of the Federal

Following are summaries of proposals that affect higher education:

DEPARTMENT OF AGRICULTURE

Animal research. Final rules would require that doss and cats at pounds or shelters be kept for at least five days and be accompanied by certificates of their source to insure that lost or sta len animals are not used for research. Expected timing: June. Contact: Joan Arnoldi, (301) 436-8323.

Audit requirements. Proposed rules would explain the Department of Agriculture's policy for auditing instituons of higher education that receive funds from the department. Expected timing: June. Contact: Larry Wilson, (202) 720-8345.

Biotechnology research. Final rules would establish non-mandatory guidelines for institutions conducting research that involves releasing into the environment organisms that have been genetically altered. Expected timing: no date set. Contact: Alvin Young, (703) 235-4419.

Black land-grant colleges. Proposed rules would establish the procedures for soliciting and evaluating proposals stitution Capacity Building Grants Program. Expected timing: May. Con-(act: Richard Hood, (202) 720-7854.

Challenge grants. Proposed rules would establish the procedures for soliciting and evaluating proposals and awarding grants under the Higher Education Challenge Grants Program. Expected timing: May. Contact: Louise Ebaugh,

Food stamps. Final rules would set guidelines for determining student eligibility for the Food Stamp Program and for including or excluding federal student aid when determining eligibility. Expected timing: October. Contact: Scott Strangelund, (703) 305-

Lobbying. Final rules would require groups or individuals to disclose the amount of money they pay lobbyists who work in the areas of contracts, grants, cooperative agreements, or loans. Expected timing: no date set. Contact: Joseph J. Daragnn, (202) 720-

DEPARTMENT OF COMMERCE

Flaheries research. Proposed rules would establish a Northern Pacific Fisheries Research Plan with a fee system to finance observers on fishing boats over certain sizes. Expected time ing: May. Contact: Steven Pennoyer, (907) 586-7221

Lobbying, Plant rules would prohibit re-ciplents of federal contracts, grants, and loans from using federal money to lobby the government in connection with a specific contract, grant, or loan and would require each recipient of federal money to disclose lobbying activitles, Expected timing: no date set. Contact: Barbara Lumbis, (202) 377-

Patenta, Proposed rules would allow patent applicants to nie appropriate electronically. Expected timing: June.

Patents. Proposed rules would clarify agency requirements for determining the eligibility of extending patent terms and for filing for extensions. Expected timing: July. Contact: Charles E. Van Horn, (703) 305-9054.

Patents. Proposed rules would modify the processing of patents to liberalize the policy on signing discialmers, Expected timing: May. Contact: Abraham Hershkovitz, (703) 305-9285.

Patents. Proposed rules would clarify e requirements for patent drawings and expedite patent-drawing procedures. Expected timing: May. Con act: Jeffrey V. Nasc, (703) 305-9285. Patents. Final rules would implement Protection of New Varieties of Plants.

which requires the registration of the

vember. Contact: H. Dieter Hoinkes (703) 305-9300

Scientific research. Proposed rules for domestic and foreign fishing would de-fine "scientific research" as discussed under the Magnuson Act, which regu lates fishing. Expected timing: May. Contact: Marilyn Luipold, (301) 713-

DEPARTMENT OF DEFENSE

Research grants. Proposed rules would permit grants to be made in some cases on a non-competitive basis to college and universities for research and development or for construction of facili ties. Expected timing: no date set. Contact: Owen Green, 1703) 697-7266.

DEPARTMENT OF EDUCATION

Age discrimination. Final rules would establish regulations on the depart ment's investigations and enforcemen ections related to the Age Discrimina tion Act. Expected timing: May. Cor tact: Michael L. Williams, (202) 732-1213.

Diaclosure. Proposed rules would carry out the Student Right-to-Know and Campus Security Act, which requires pus crime, graduation rates, and ath-letic programs. Expected timing: May. Contact: Paula Husselmann, (202) 708

regulations governing programs to pre vent the use of illegal drugs by col lege students. Expected timing: May. Contact: Donald Fischer, (202) 708-

Student aid. Proposed rules would carry out provisions of the Higher Education Technical Amendments of 1991 that require a college student without a high-school diploma to show an ability to benefit from further instruction in order to be eligible for federal financial aid. Expected timing: May. Contact: Cheryl Leibovitz, (202)

Student aid. Proposed rules would amend the Student Assistance General Provisions regulations to clarify procedures for disciplinary hearings for institutions participating in the Student Financial Assistance Programs. Ex-pected timing: June. Contact: Fred J.

Marinucci. (202) 401-2732. Student ald. Final rules would govern emergency actions against colleges and universities to dony them eligibility to participate in student-aid programs and would allow for hearings be fore an institution is denied eligibility Expected timing: June. Contact: Carol F. Sperry, (202) 708-4906.
Student aid. Final rules would explain

the requirements colleges must meet to be eligible to participate in federal student-ald programs. Expected timina: July. Contact: Carol F. Sperry.

(202) 708-4906. Student ald. Final rules would permit applicants for foreign-language-training grants to apply for multi-yea grants. Expected timing; July. Con tact: Joseph Belmonte, (202) 708-7283.

Student aid. Final rules would amend the provisions of student-aid regulations related to Selective Service re-quiroments and make various other changes in the general provisions of the student-aid regulations. Expected timing: June. Contact: Carney M. McCullough, (202) 708-7888.

Student aid. Final rules would require

colleges to confirm the immigrant status of non-citizens who are applying for student aid. Expected timing: May. Confact: Claude E. Denton, (202) 708-

Student aid. Final rules would make the Supplemental Educational Grant Pro-gram consistent with the Pell Grant Program with respect to collecting overpayments mistakenly made to students. Expected Ilming: May. Contact: Harold F. McCullough, (202) 708-

Student aid. Final rules would make technical changes in campus-based federal student-aid programs. Expected timing: Mny, Contact: Harold P McCullough, (202) 708-4690. Student leans. Final rules would carry

out legislative and administrative changes in guaranteed student-loan programs. Expected timing: June. Contact: Pamela Moran, (202) 708-8242.

Student loans. Proposed rules would Implement provisions of the Emergency Unemployment Compensation Act of 1991. Expected timing: May. Contact: Pamela Moran, (202) 708-8242.

Training grants. Proposed rules would establish a set of standing regulations that would be applicable for current programs.

Training grants. Proposed rules would timing: no date set. Contact: Jerome P. Walsh Skelly, (2021 566-3505.

Property owned by partnerships. Proposed rules would govern the taxation

name of a plant variety at the time a | Student loans. Final rules would outline patent is issued. Expected timing: Noprocedures for protecting students who have borrowed under the Guaranteed Student Loan Programs when their colleges or trade schools shut

down. Expected timing: June. Con-tact: Pamela Moran, (202) 708-8242. Vocational education. Final rules would carry out changes in vocational-educa ion programs required by the Carl D. Perkins Vocational and Applied Tech nology Education Act Amendments of 1990. Expected timing: May. Contact: Sharon Jones, (202) 732-2470.

ocational education. Final rules would implement certain provisions of the National Literacy Act of 1991 as well as various new programs. Expected timing: May. Contact: Thomas L.

DEPARTMENT OF HEALTH

establish procedures for the AIDS Re search Loan Repayment Program, It pay the education loans of people working on AIDS research at the National Institutes of Health. Expected timing: May. Contact: Marc Horowitz,

dits. Final rules would carry out Office of Management and Budget directives concerning standards for auditing colleges and universities that receive ederal grants. Expected timing: September. Contact: Edward M. Tracy, (202) 401-2806.

iomadical research. Proposed rules would make technical changes in the Minority Biomedical Research Support Program. Expected timing: May. Contact: John J. Migliore, (301) 496-

Grants, Proposed rules would make var ious technical changes in the construction-grants program of the National In stitutes of Health and add new rules or recovering grants for facilities where biomedical research is no longer performed. Expected timing: May. Contact: John J. Migliore, (301) 496

Research grants. Proposed rules would ment's regulations for research grants Expected timing: May. Contact: John

J. Migliore, (301) 496-4606. Research grants. Proposed rules would tions covering grants for prevention and control projects under the National Heart, Lung, and Blood Institute. Expected timing: May. Contact: John J. Migliore, (301) 496-4606.

Research grants. Proposed rules would revise regulations governing grants for health-services research and grants fo health-services research centers. Ex pected timing: July. Contact: Linda K. Demlo, (301) 227-8453.

Research grants. Final rules would alter the regulations for National Institutes of Health Center Grants, as required by the Health Research Extension Act of 1985. Expected timing: May. Contact: John J. Migliore, (301) 496-

esearch on hazardous aubstarices Proposed rules would govern the new Hazardous Substances Basic Research and Training Program. Expected tim-ing: May. Contact: William A. Suk, (919) 541-0797.

Student loans. Final rules would establish performance standards for mea-suring school, lender, and holder de-fault rates for the Health Education Assistance Loan Program. Expected timing: May. Contact: James W. Farrington, (301) 443-1173, Bludent loans, Final rules would after

the regulations soverning the Health Education Assistance Loan Program as required by the Health Professions ilming: May. Contact: Stuart Welss,

(301) 443-1540. Student loans. Final rules would alter the procedures for making default claims under the Health Education Assistance Loan Program. Expected timing: May. Contact: Michael Hening-burg, (301) 443-1173.

Student loans. Final rules would change the payment schedule the department uses to pay back the loans of participants who provide health care in federally designated areas under flonal Health Service Corps Loan Repayment Program. Expected timing: May. Contact: Rhoda Abrams, (301) 443.2330

Expected timing: May. Contact: John J. Migliore, (301) 496-4606.

olunteers. Proposed rules would authorize the Secretary to accept the services of special volunteers at the National Institutes of Health. Expected timing: December. Contact: Stephen C. Benowitz, (301) 496-3592.

DEPARTMENT OF THE INTERIOR

Adult education. Proposed rules would standardize administrative procedures for the American Indian adult-education program. Expected timing: August. Contact: (202) 208-4871. Contact: Reginald Rodriquez,

Grants. Proposed rules would revise department policies that govern grants for higher education. Expected timing: June. Contact: Reginald Rodriquez, (202) 208-4871. obbying. Final rules would prohibit re-

and loans from using the money to lobby the executive and legislative branches of the federal government Expected timing: no date set. Contact: Dean A. Titcomb, (202) 208-3433. Patenta. Proposed rules would set forth the department's policy for an inventor's patent rights when an invention is

ents of federal contracts, grants.

made with the assistance of federal funds. Expected timing: no date set. Contact: Dean A. Titcomb, (202) 208-Sex discrimination. Proposed rules would implement Title IX, which prohibits discrimination on the basis of sex in any education program receiving federal financial assistance, Ex-

pected timing: September. Contact: Melvin C. Fowler, (202) 208-3455. Tribal colleges. Proposed rules would change the regulations for the distribution of funds to tribally controlled community colleges. Expected timing: July. Contact: Reginald Rodriquez,

DEPARTMENT OF JUSTICE

Foreign students. Proposed rules would revise reporting requirements for insti-tutions with non-immigrant forcign students. Expected timing: October. Contact: Pearl B. Chang, (202) 514-

Foreign students. Final rules would change foreign-student employmentauthorization procedures to conform with regulations in the Immigration Reform and Control Act of 1986. Expected timing: no date set. Contact: Pearl B. Chang, (202) 514-3946. Foreign etudents. Final rules would

clarify regulations that permit students with P-1 visus who are in good academic standing to work off their campuses. Expected timing: no dute set. Contact: Pearl B. Chang, (202) 514-

DEPARTMENT OF LABOR

Foreign students. Final rules would carry out regulations that require off-campus employers who hire students on F-I visas to attest to the department and io the student's college that the em-ployer has recruited widely for the position. Expected timing: September. Contact: Karen R. Keesling, (202) 523-

Foreign students. Final rules would carry out regulations that require off-campus employers who hire students on F-I visas to attest to the departmen that the employer has recruited for at least 60 days and will pay certain wages. Expected timing: September. Contact: Grace A. Kilbane, (202) 535-

DEPARTMENT OF THE TREASURY

Charitable contributions. Pinal rules would stipulate eligibility for tax deductions in cases where donors have Income in the United States and abroad. Expected timing: December Contact: Carl M. Cooper, (202) 566-

Contributions of property. Final rules would create requirements for taxpay-ers seeking deductions for donations of property valued at more than \$5,000 to substantiate their estimate of the value of the property. Expected tim-ing: no date set. Contact: Stuart Spielinvestments. Final rules would deter-

mine whether tax-exempt organizations should pay unrelated business income tax on Income from investments

of partnerships that earn income for debt-financed property, where were more partners is a tax-exempt cite.

Government & Politic

mental expenditures" under teals
174 of the Internal Revenue Code Fr

pected timing: October, Contact by vid Hudson, (202) 535-9540.

cholarships. Final rules would eu.;

when certain portions of scholard

or fellowships could be exemple:

taxation. Expected timing: nodike Contact: Kelly Richardson Berg. (2)

DEPARTMENT OF VETERANS AFTER

Reservista' benefits. Proposed no

ing laboratory sessions for the pured of calculating benefits. Expected to ing: May. Contact: June C. Schaffer (202) 233-2092.

would allow benefits to be used for

many new types of education i

training, in accordance with the year

ans Education and Employer

Amendments of 1989, Expected s ing: September. Contact: June (Schaester, (202) 233-2092.

Reservists' benefits. Proposed mis

would clarify the due-process proce

set forth in the Montgomery GIBI-

Selected Reserve. Expected thrus May. Contact: June C. Schefer

would clarify the amount of time no

viduals receiving dependents cour-tional benefits have to notify the &-

drawing from a course, Exec

would revise the regulation for determining whether an individud to

change programs of education is pected timing: May. Contact: loss Schaeffer, (202) 233-2092.

Reserviate' benefits. Proposed N

three-quarter-time, and half-time

cational benefits for reservisis and

monthly payments for quark monthly payments for quantities students, as set forth in the Peu Culf War Veterans' Benefits Art 1991. Expected timing: September Continet: June C. Schaeffer, (2011)

would allow individuals to the benefits under both the Montgo

OI Bill-Selected Reserve and the Go

erument Employees Training A

would make various changes in the

partment's education programs cluding changes for the startly desorted awards—in response to the reason mendations of the Commission by

seas Veterans' Education Policy, pected (Iming: September, Capa June C, Schaeffer, (202) 233-262.

Reservists' benefits. Final rules was a september and sep

and Programs Improvement A 1988 that affect the Montgone

233-2254. Veterans' benefits. Proposed rolls

would clarify the amount of time

Veterans' benefits. Proposed told

mer officers who are eligible for po

viduals who are receiving edit viduals who are receiving continued benefits have to notify the department

ovisions of the Veterans Bearing

would increase the rates of falling

Schueffer, (202) 233-2092.
Reserviate' benefits. Proposed

timing: May. Contact: June C.

(202) 233-2092. Reservists' benefits. Proposed n

dures for claimants or beneficiation

would change the method for mer-

377-9665.

ealt under the Department of Veter-et Affairs Nurse Pay Act of 1990 to the from the Post-Vietnam Era Vetzation. Expected timing: no date u Educational Assistance Pro Contact: Christopher Kehoe, (3) rin in order to receive their money. Exected timing: May. Contact: June aearch. Proposed rules would clust 6 Schaeffer, (202) 233-2092. the definition of "research and even

(Scheller, 1202) 253-2078.

Merast benefits. Proposed rules
are living the way that eligibility is
termined for benefits under the Valencery of Bill-Active Duty. Exneted timing: June. Contact: June C Shaffer. (202) 233-2092.

Expected timing: June. Contact: June C. Schaeffer, (202) 233-2092.

eterans' benefits. Final rules would re

guire individuals who are eligible for

Veterans' Educational Assistance Program to submit monthly verification

that they are enrolled in an educations

program. Expected timing: September. Contact: June C. Schaester, (202)

eterans' benefits. Final rules would

mplement several provisions relating

to the payment of educational benefits

under the Veterans' Educational As-

sistance Amendments of 1991. Expect-

ed timing: September. Contact: June C. Schaeffer, (202) 233-2092.

eterans' benefits. Final rules would

implement several provisions of the

Veterans' Educational Assistance

Amendments of 1991 relating to the

payment of educational benefits to vet-

erans who qualify under the Post-Viet-

nam Veterans' Era Educational Assis-

tance Program. Expected timing: September. Contact: June C. Schaeffer.

-COMPILED BY JACK GOODMAN

(202) 233-2092.

benefits under the Post-Vletnam Era

Merans' benefits. Proposed rules sold apply recent amendments to rogant to the Post-Vietnam Eru Velerans' Educational Assistance Pro san, including provisions for voca-osal fight training. Expected timing: September. Contact: June C. Schiefer, (202) 233-2092.

attrant' banefite. Proposed rules sold allow yearly increases in the nit of subsistence allowance payable ender the Educational Assistance Test hopen that would be indexed to the ning sciusi cost of attendance a mik institutions over the last 12 moles. Expected timing: July. Con-

wherest benefite. Proposed rules said allow individuals to receive tends under the Post-Vietnam Era pun and the Government Employees' Initial Act as long as they are not stending class in lieu of normal work dries Expected timing: August. Con uct. Jone C. Schaeffer. (202) 233

Mense' benefits. Proposed rules wold carry out statutory changes the Montgomery of Bill-Active Duty. Expected timing: September. Contact hus C. Schneffer, (202) 233-2092.

hims' benefits. Proposed rules for in which veterans may become eligible for the Montgomery at Bill Active Day, Expected Uming: Sep-umber, Coaset: June C. Schaeffer. (202) 211-2092.

Yelerus' tensfite. Proposed rules suddrevise the regulations for deterwhether an individual can change programs of education. Ex-peted duday: June. Contact: June C. Scheffer, (202) 233-2092. Miss' benefits. Proposed rules

who make various changes in the depriment's education programs in resome to the recommendations of the Commission to Assess Veterans' Edu timber. Contact: June C. Schneffer. forment Employees training and long as they are not attending that lieu of normal work duties. Butte Ilming: July. Contact: Just (Schaeffer, (202) 233-2092.

Reserviate' benefits. Proposed that

thrans' benefits. Proposed rules sold require officers commissioned a 1977 and 1978 to withdraw from the Pat-Vielnam Bra Veterans' Educa-tona Assisance Program before they my receive other benefits. Expected dains. September. Contact: June C. Marcher (202) 233-2092.

duity a law that prohibits individuals has using their education benefits if bry uselso on active duty and receiv-tathors from the U.S. armed forces by their section. which from the U.S. armed forces in their program of study. Expected dang so date set. Contact: June C. Statifer, (202) 233-2092.

Michael benefits. Final rules would load the Montgomery of Bill-Active Only to carry out the Vetagrap Education.

Bill-Selective Reserve. Expedding: August. Contact: 18se Schaeffer. (202) 233-2092.
Reservists' benefits. Final rules and by is carry out the Veterans Educa-tion and Employment Amendments of 189. Expected timing: July. Contact: hes C. Schaeffer, (202) 233-2092. Implement several provisions man to the payment of educational back tend the Post-Vicinam Veterans Edtitional Assistance Program to carry
fil the Veterans Education and Emto the payment of educational beautiful to the payment of educational bunder the Veterans' Educational States when the Post-Victnam Veterans Educational Assistance Program to carry editining: September. Contact: June C. Schaeffer, (202) 233-2092.

Sex disorimination. Final rules would the Post-Victnam Veterans Education and Empered liming: June Contact: June C. Schaeffer, (202) 233-2092.

gender in federally assisted educated gender in federally assisted educated gender in federally assisted educated gender in federally assisted in the proposed roles and the proposed roles and the proposed roles and the proposed roles are a major and the proposed roles and the proposed roles are a major and the proposed roles are change a major revision of the work-Ship program. Expected timing: May. Cotiact: June C. Schaeffer, (202) 233-

of their reasons for withdrawing Cool their reasons for withdrawing the second course change to the molations as they apply to the Survi-ton, and Dependents' Educational would allow veterans receiving cock, tional assistance under the Monton ery or Bill-Active Duty o verify the Assume Dependents' Educational Assume Dependents' Educational 170 Bills. Active Duty. Expected timer May. Contact: June C. Schaeffer, 1813-2092.

enrollment by telephone. Enough timing: September. Contact; just c. Schaeffer. (202) 233-2092.

Veterans' banefits. Proposed tolks would require military officers seafor. benefits, Final rules would re-belief individuals who are receiving de-belief educational benefits to sub-tionally verification that they are troled in an educational program. WASHINGTON ALMANAC

New Bills in Congress

Coples of bills may be obtained from Representatives (Washington 20515) or Senators (Washington 20510).

HOUSE OF REPRESENTATIVES Animai patents. HR 4989 would impose a

five-year moratorium on the granting of patents for genetically modified animals. By Representative Cardin (D-Md.). Realth-professions education. In 4846 would make federal grants to health-professions schools and students attending them conditional upon the Institutions'

training all students in identifying and treating victims of domestic violence. By Representative Wyden (D-Ore.).
Batellite network, 118 5057 would authorize loans to acquire a satellite communi cations system for the establishment of a single, nationwide distance-learning network. By Representative Brown (D-Cal.)

ocational training. HR 5038 would modify

the federal vocational training system by establishing centralized sources of information and services, a voucher system to tailor training to individual needs, and certification requirements to insure high standards of training. By Representatives Goodling (R-Pa.) and Gunderson (R-

Defonse Language Institute. s 2636 would provide an acudemic rank and salary structure for the Defense Language Institute. By Senator Thurmond (R-S.C.) and

three others.
Veterans' education benefits. 5 2640 would make permanent a trial work-ve cational rehabilitation program for veter ans with serious disabilities and would make other minor changes and clarifica-tions to the Veterans Affairs Department's education programs. By Senato Cransion (D-Cal.).

Voterans' education benefits. s 2647
would provide increases in the education allowance for active-duty service

members, reservists, and veterans with service-related disabilities and make sevral other changes to the Veterans Affair Department's education programs. By Senator Cransion (D-Cal.) and two oth-

Vocational training, 5 2033 is the Senate version of HR 5038. By Senator Dole (R-Kan.).

Congressional Hearings

Since changes frequently occur with little advance notice. It is advisable to check with committees on or near the

Voterans' education benefits. May 13. Hearing on 5 2647, a bill that would make changes to education, training, and benefits for veterans. Contact: Senate Committee on Veterans' Affairs: (202) 224-

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*As of March 31, 1992. For more complete information about Fidelity mutual funds, including fees and expenses, call for free prospectuses. Read them carefully before you invest or send money.

Business & Philanthropy

Yale Opens a Campaign for \$1.5-Billion, Largest Drive in U.S. Higher Education

By JULIE L. NICKLIN

Yale University has announced a five-year, \$1.5-billion capital campaign, the largest fund-raising drive to date in American higher

Already, the campaign has received \$571.2-million in pledges and gifts, putting the university at 38 per cent of its goal. The amount philanthropist and 1929 Yale alumnus Paul Mellon—a donation that kicked off the campaign's public announcement this month.

'We want to insure that Yale will enter its fourth century as a model of academic excellence for the world," Yale's president, Benno C. Schmidt, Jr., said as he

The announcement comes at a time when Yale, like many universities, has angered many students, professors, and staff members because of its efforts to pure its budgct. Yale, which expects a \$15-milmillion operating budget, has laid off about 100 employees and reduced some services. It is now planning cutbacks in academic programs and faculty positions.

If the campaign's goal is met, Yale officials plan to add \$500-million to the university's \$2.6-billion endowment to support, among other things, student scholarships and faculty positions. Some \$500-mil-

BHERMAN FAIRCHILD FOUNDATION

Facilities. For the science labor \$500,000 to Occidental College.

Support. For the presidential discretionary fund: \$250.000 challenge grant to Centre

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Los Angeles 90017

KRESGE FOUNDATION

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2801 North Meridian Street

years to College Board.

sociated Colleges of Indiana.

Facilities. For a new chiller plant: \$750,000

P.O. Box 86068, Indianapolis 46208

Counseling. For programs to increase low

Faculty. For programs of faculty develop-ment; \$226,299 over three years to Penn-

sylvania State U. natitutional advancement. For a continu

ing-education program for development officers: \$481,400 over three years to As-

income and minority students' access to

higher education: \$342,594 over three

California.

P.O. Box 3151

to DePauw U.

LILLY ENDOWMENT

enwich, Conn. 06830

71 Arch Street

million would be used for building repairs. Yale faces costs for deferred maintenance as high as \$1billion, administrators estimate.

Although many professors, students, and staff members on the campus support the campaign's objectives, about 100 graduate students attended the announcement ceremony to hand out fliers that asked donors to "pay close attention to the Administration's stewardship of Yale's resources." In the past year, unions representing Yale's clerical and technical workers, and a group representing graduate students have charged that Yale has become too businesslike in its spending priorities. They have charged that Yale isn't concerned about its employees' needs.

A Difficult Challenge

Yale officials declined to comment on the graduate students' efforts, but said the drive's goals would match Yale's future needs. "The university simply has to raise the money to do the bulk of that repair work and has to raise enough to counter the erosion of the sources of revenue," said Martha K. Matzke, director of public affairs and associate secretary of the . cess so far "represents a higher university. Like many institutions, level of giving to Yale than at any Yale faces a difficult challenge in time in its history," President trying to balance revenue from tu-

ition, endowment earnings, and federal grants with such expenses as financial aid and employee salaries and benefits. To free up several million dollars annually, Yale is considering increasing the amount of its endowment earnings that it spends each year. The university now spends an amount equivalent to about 4.5 per cent of the market

The fund-raising drive is Yale's first since the university raised \$370-million from 1974 to 1978. It also makes Yale the most ambitious of the universities now engaged in big fund-raising drives. The University of Pennsylvania and Columbia and Cornell Universities are in the midst of campaigns ranging from \$1-billion to \$1.25-billion. Stanford University in February closed its \$1.1-billion campaign with \$1.3-billion in pledges and gifts. Harvard University reportedly is planning a campaign that could seek to raise as much as \$2-billion.

Yale, which began collecting gifts for the campaign about two years ago, is counting toward the amount received so far donations totaling \$85-million from the Bass family of Texas. Mr. Mellon's gift includes a group of William Blake's books and watercolor illustrations. dowment for the Yale Center for British Art. The campaign's suc-

70 Pine Street, New York 10270

OIFTS & BEQUESTS

Student ald. For programs of financial aid:

Bridgewater College. For support of programs: \$8-million from the estate of Robert Myers McKinney.

Franklin College (Ind.), For a professorable in business and for scholarships: \$732,327 from the estate of Edna Balz Lacy.

Mathodiat Theological School in Ohto. For scholarships and for maintenance of a pond on the campus: \$100,000 from Helen C. Dornette.

Moreheed State University (Ky.). For scholarships: \$100,000 from the estate of Alva Conrad Scott.

PRIVATE SUPPORT

communities that have undergone signifi-cant social and economic change: \$337,-939 over two years to Boston U.

For a study of factors contributing to the growth and decline of the Reformed Church of American denomination:

\$138,050 over two years to Hope College. For a study of conservative and funda-mentalist American Catholics: \$474,154 over three years to Indiana U. Support. For support of programs: \$488,-862 over three years to Marian College (Ind.).

JOSIAH MACY, JR., FOUNDATION 44 East 64th Street

1700 Broadway, Denver 80290 Facilities. For equipment for laboratorie and analytical facilities: \$100,000 to Cold Medical education. For support of pro-grams: \$500,000 to North Carolina Medi-FLETCHER JONES FOUNDATION

NOREW W. MELLON FOUNDATION 140 Fast 82nd Street

Support. For support of programs: \$1.5-million challenge grant to Folger Shake-

\$360,000 to Washington U. (Mo.). log: \$160,800 to Saint Mary's College of CHARLOTTE W. NEWCOMBE FOUNDATION

85 Park Place Princeton, N.J. 08542

Student aid. For scholarships: \$666,000 di-vided among 41 colleges and universilles in Dolnware, Maryland, New Jersey, New York, Pennsylvania, and Washing-

ALFRED P. SLOAN FOUNDATION New York 10111-0242

Graduate education. For a multidisciplis ary graduate program in manufacturing: \$558,900 to Cornell U. fathematics. For an experiment in com-puter-assisted home instruction in mathe-

metics: \$330,262 to Stanford U. Science. For research on model selence. For research on modeling supply and demand for scientists in universities and colleges: 5255,706 to Stanford U. Spelman College. For support of programs: \$37-million from DeWitt Wallace/
Spelman College Fund.
University of lows. For the college of business administration: \$4-million from John

aid: \$100,000 from the estate of Morton versity of Rhode Island. For a thanatoloay program in the college of nursing: \$760,000 from the family of Laurenco M.

ersity of Southern California. Por hips in the law conter: real valued at \$600,000 from Marcus M. and Elleon Kaufman. -Por a professorship in international rela-tions: \$2,5-million from the estate of John

tersity of Virginia, Por the school of enginearing and applied science, the graduate school of business administration, the school of commerce, the school of educa-tion, and the office of career planning and placement: \$160,334 from Mobil Corpo-

West Virginia University. For the school of lournalism: \$250,000 from Mylan Labora-tories.

a fund set up by the founder of the Reader's Digest Association million, from \$51-million,

ATLANTA move into an even more accel-

Fund Gives Spelman College

Stock Valued at \$37-Million

Spelman College will receive erated fund-raising mode."

stock valued at \$37-million from

ord as well, set in 1988, when

wife, Camille, gave the college

The DeWitt Wallace/Spel-

man College Fund, which was

established in New York 11

years ago, has been giving the

"It costs to provide

It costs to have

state-of-the-art

facilities and well-

trained professors."

income earned on its principal

to the college. It will transfer the

principal to Spelman by the end

of the year. The principal is

made up largely of stock in

Reader's Digest, the publishing

founded in 1922. Mr. Wallace,

who died in 1981, was a long-

Spelman officials say the new

gift will support the institution's

"Initiatives for the 90's," a

long-range plan to improve the

liberal-arts college for women.

education," Johnnetta B. Cole,

Spelman's president, said in an

state-of-the-art facilities and

"It costs to provide a quality

time donor to the college.

a quality education.

The new gift will push Spel-Inc. The gift is the largest ever About \$29-million of the gift will to a historically black college. go to endow academic scholar-Spelman held the previous rec- ships. The remaining \$8-million will strengthen the honors prothe actor Bill Cosby and his gram.

'This Is Good, Solid Stock'

The fund's value fluctuates because it is made up largely of stock. Fund managers would not disclose the exact number of shares included, but said fixedincome and cash investments make up a small portion.

Reader's Digest stock was selling for \$46.375 a share on the New York Stock Exchange on March 31. That set the value of the fund-and thus the gift-at \$37-million. By April 30, the value had dropped to \$43.50 a share, bringing the value to about \$35-million.

Spelman is not worried about the fluctuations and does not plan to sell the stock. "You have to look at the long run," Ms. Cole said. "And the long run says this is good, solid company that Mr. Wallace

In 1981, the Reader's Digest Association Inc. created the DeWitt Wallace/Spelman College Fund with about \$1-million worth of non-voting stock.

Since that time, the fund has been managed by the New York Community Trust and has grown in value. Spelman has received the annual income earned on the principal, which brought the college \$865,000 in 1991. Terms of the fund's creinterview. "It costs to have ation stipulated that its principal well-trained professors. This be turned over to the college gift is an inspiration for us to this year. —JULIE L. NICKLIN

Annenberg Fund Gives USC \$24.6-Million, the University's Largest Single Gift Ever

The University of Southern California has received its largest single gift ever—\$24.6-million from years, the Annenberg Foundation the Annenberg Foundation to support communications programs.

The foundail and support the school. University of the school of the

by Walter H. Annenberg, former chairman of Triangle Publications and former Ambassador to Britain. Including last week's donation, Mr. Annenberg has given \$65-million to the university. His \$3-million gift in the early 1970's helped endow the communications school that bears his name. During the university's most recent capital campaign, which raised \$557-million before it ended in 1990, Mr. Annenberg donated a total of

The recent gift, however, has raised some questions over how

LOS ANGELES much money the Anneaben The foundation was established cials say the \$24.6-million gill. which will be spread over eight years, replaces that grant arrange. ment and will allow money to be used for various commu programs. Cornelius J. Pings. USC's provost, said the university had not determined how much would go to the Annenberg School

ounalism scholarships. dosorable mention went to Last week's gift to the university oward University's radio station is the latest in a series of major dofor a series, "In Touch: AIDS in the nations by Mr. Annenberg to cl African-American Community." A table causes. In 1990, he pledget citation went to the Columbia \$50-million to the United Negro Missourian for a profile of three College Fund and \$10-million & londers people. the University of Pennsylvania

Students

To the many characteristics that educators may use to predict student's chances of completing college, add alcohol

consumption.
Two economists at Duke University, Philip J. Cook and Michael J. Moore, say they have produced what appears to be the "first direct empirical demonstration that youthful drinking affects school decisions and, in particular, the likelihood of attaining four-year college degree." Mr. Cook and Mr. Moore

analyzed data from the "National Longitudinal Survey of Youth," a decade-long, federally financed study that included self-reported formation about teen-agers' drinking habits. Among the esearchers' conclusions:

I The more liquor a high-school student consumes in a week, the less Ekely he is to enter or graduate from

■ High-school seniors committed to seeking a college degree are likely to "drink less and get more schooling than their peers who have no plans for college." 1 States that have sought to curb alcohol abuse by raising consumption taxes and the

minimum legal age for purchasing how have lended to have higher colge-completion rates. On hearing those conclusions at ecent seminar, Michael Rothschild professor of social sciences at the University of California at San Diego, remarked: "If you want to gi people to go to college, it's cheaper to raise the beer tax than to raise people's income."

The North Idaho College "Sentinel" has won the Robert F. Kennedy Journalism Award, in the student category, for 'outstanding coverage of the problems of the disadvantaged." The awards are presented usually to college and professions oblications. The newspaper at the wo-year institution won the top student prize for a seven-part series on prejudice and discrimination on he campus. The series dealt with the problems experienced by andicapped students. omosexuals, and veterans, as well a members of ethnic, racial, and religious minority groups. Said Patricia Synder, The Sentinel's executive editor, "We decided that discrimination isn't pata black and white issue." Nils H. Rosdahl, the paper's ties about handicapped students had prompted the dean of administration to spend a day in a wheelchair to experience the dificulties of getting around the campus. Mr. Rosdahl said the \$1,000 Inti-place prize would be used for

Amherst, students protesting the King verdict soon focused their anger on longstanding campus complaints. A group of protesters forced their way into the office of The Daily Collegian, the campus newspaper, to condemn last month's vote by the paper's predominantly white staff to replace three minority editors. Later the protesters occupied the chancellor's office for several hours until administrators set a

Greet Acquittals of Police Officers in Los Angeles timetable for hiring more minority faculty

On Campuses Across the Country, Outrage and Disgust

About 400 students marched from the Washington Monument to the White House to demand

that President Bush file federal charges against the Los Angeles police officers.

By MARY CRYSTAL CAGE

police officers accused of using excessive

force to arrest Rodney G. King has galva-

nized colleges and universities across the

The controversial verdict brought ad-

ministrators, professors, and students at

some institutions together to voice their

outrage. At others, the outcome of the trial

forced long-simmering racial tensions to

the boiling point. In the aftermath, college

officials are trying to decide what to do

Jennifer Hansen, a University of Michi-

gan senior majoring in American culture,

said she was surprised by the verdict, but

not by the violence that followed its an-

nouncement. "There's a lot of disgust and

anger toward the government" among stu-

dents, she said. "I think the 90's are going

The academic year was coming to an end

on many campuses when the jury returned

interrupted their preparation for finals to

demonstrate their outrage. In many cases

administrators and faculty members joined

■ At the University of Massachusetts at

to be a really turbulent decade."

The acquittal of four white Los Angeles

■ A handful of University of Michigan students chose commencement to express their anger at the Los Angeles verdict. They included Desmond Howard, the 1991 Heisman Trophy winner, who taped the words "The King Verdict" on top of his cap, and "A Scar for Life" on his gown. Asked to explain, Mr. Howard called the

decision a "legal lynching." ■ About 400 students—most of them from Howard University-marched from

the Washington Monument to the White House to demand that President Bush file federal charges against the Los Angeles police officers. Thomas Mitchell, a second-year law student at Howard, snid: "Despair and frustration with this system of justice have resulted in cities in up-

■ Brandeis University's Paculty Senate issued a statement in support of the U.S. Justice Department's investigation of the beating, Said David G. Gill, director of the Continued on Page A36

Students in Atlanta Angered by Confrontations With Police in the Wake of the King Verdict

By JOYE MERCER

Nearly 100 women, clasping hands in a circle in the center of Spelman College's campus, stood solemnly in the late evening sun almost a week after the Rodney G. King verdict sparked protests in communities across the nation, including their own.

One by one, beckoned by a rhythmic African drum beat, the women gathered, dressed mostly in black. When the circle was complete, some stepped forward to recite poetry, sing, or offer pleas that students join forces to work for justice and use their education to help the powerless.

"I ask you, my sisters: How much is too much, and when will never again be now?" asked one.

The Spelman women said the vigil was a way to begin the healing process. But they said it also nudged them forward, beyond

the sadness and frustration that has gripped the Atlanta University Center in the aftermath of the verdict in the King case and the angry confrontations with police that left many students feeling brutal-

A Mecca for Top Students

The center comprises Spelman, Morehouse-alma mater of Martin Luther King, Jr.—and Morris Brown Colleges, the Morehouse School of Medicine, Clark Atlanta University, and the Interdenominational Theology Center. The historically black institutions cover about 30 square blocks near downtown Atlanta and have long been a mecca for top black students.

The unrest here began when students, a day after "not guilty" verdicts were handed down in the trial of the Los Angeles Continued on Following Page



BY JACK McCURDY

LOS ANGELES Students and faculty members at colleges here turned to "healing activities" last week in the aftermath of the deadliest urban riots in the nation's history. But the healing involved more than talk.

There were classroom discussions, teach-ins, and convocations to ponder the Rodney G. King verdict and the rioting that it triggered. But thousands of students, professors, and college employees also joined street crews to clean up the battered Los Angeles neighborhoods where buildings were torched or looted. And they worked on their own campuses to collect money and food for the residents of those predominantly black and Latino communities that were ravaged in the riot.

USC President on Security Force

The outpouring of aid was far different from the largely muted response after the Watts riots of 1965. "Hundreds of our students are involved in clean-up activities and in distributing food to residents," said Steven B. Sample, president of the University of Southern California, which was in the midst of the worst rioting.

"We'll be talking about the violence and its causes, but right now everyone feels we need less theory and more action in rebuilding the community," Mr. Sample said. "Instead of philosophizing, we are going to be listening to the community a lot to see what needs to be done."

During the rioting, Mr. Sample joined the security force that protected the USC campus, sleeping on the floor of his office one night as fire bombing, shooting, loot-

He said that neighbors may have warned rioters that "they didn't want this institution hurt in any way, shape, or form."

Patricia J. Wainwright, president of Los Angeles Southwest College, a two-year college in the riot area, said her campus had experienced the same good fortune. Neighborhood youths rampaged through shopping areas at the perimeter but did not spill on to the campus.

"It gives a sense of change and of a new direction of the anger," Ms. Wainwright said in an interview. Perhaps, in the eyes of the community, it means the "climate of the institution is more amenable" to mi-

nority issues and concerns, she added. The college, one of nine campuses of the Los Angeles Community College District, has an enrollment that is about 75 per cent black and 25 per cent Latino.

At Los Angeles City College, which is also in the district, campus police came under fire and made 10 arrests in connection with the fires and looting of businesses just across the street from the campus.

Campuses Serve as Encampments

Several college campuses served as encampments for military and fire-fighting units that had been called in to back up the Los Angeles Police Department.

The use campus served as emergency shelter for about 400 students who were evacuated from dormitories, fraternities, sororities, and apartments surrounding the campus. Many slept in makeshift beds on the floor of an athletic facility. Students in cumpus dormitories made box lunches for them, and one university cafeteria stayed open around the clock.

Meanwhile, teams of security officers,

administrative staff members, and alumni stood guard overnight in USC buildings that border the campus, and university police officers patrolled nearby streets in cars and golf carts. Special telephone banks fielded more than 20,000 calls from parents and friends, Mr. Sample said.

Walking around the campus late at night during the height of the rioting, Mr. Sample said he was filled with pride at the high morale of the thousands of people who were working together. "Where one might have found fear and despair, I instead found strength and quiet confidence," he said. "I felt we were going to be O.K."

The campus rallies against the King verdict-which acquitted four Los Angeles police officers of using excessive force in the beating incident-included one at Loyola Marymount University, where about 400 students conducted a late-night sit-in to block an entrance to the institution, a university spokeswoman said.

In response to student demands, the university agreed to recognize that "institutionalized racism exists on campus" and to expand programs to increase cultural awareness and sensitivity within the university community, she said.

Loyola Marymount also donated \$50,000 to a church that is coordinating relief efforts in the community. Campuses That Shut Down During Los Angeles Riots

Students Angered by Confrontations With Atlanta Police

Continued From Preceding Page police officers, began a peaceful protest march to downtown Atlanta. Onlookers joined the marchers and, as anger mounted, the demonstration turned violent. Rocks were thrown through store windows, and some protesters attacked white

More than 319 people were arrested dur. ing the downtown demonstration, mostly for disorderly conduct and parading without a permit. But city officials said it was difficult to determine with certainty how much damage and injury students had caused because they were joined by other

Mayor Denies Parade Permit

The next morning, students planned another march, but were told by Mayor Maynard Jackson, himself a Morehouse graduate, that they would not be given a parade permit. Police officers, attempting to keep students from marching downtown anyway, surrounded those who had gathered in Morris Brown's quadrangle by early af-

For the next few hours, in a tense backand-forth tangle with officers, students ran between the Morris Brown and Clark canpuses, yelling at police officers to leave and sometimes pitching rocks and other debris to keep them at bay. In the code sion, two cars were set afire and two slores across from the campus were ransacted. By day's end, about 70 students had been arrested and 22 people injured.

The police eventually fired tear gas into crowds of students to disperse them, and wind blew the fumes through windows and vents of some dormitories and classroom

"I felt like my throat was on fire," said Marian L. Batts, a Spelman senior who was at Clark when tear gas was fired and was later treated at the college's infirmary.

"My face was burning so badly, I was afraid my skin would peel off if I just touched it. I don't know what 1965 was like, but this was the scariest thing I have ever experienced," she said. "The police chief felt very justified in all of his actions, but it shows a lack of respect for us. Hash read the Bill of Rights lately?"

Police Chief Bldrin Bell has defended the actions of city and state law-enforce ment officers, saying they were necessar) to protect Atlanta from the destruction the Los Angeles had witnessed. Mayor Jack son has refused to apologize to students "because the students did not apologize to the innocent people they hurt."

'A Traumatic Experience'

May students here said they were en-None of the campus presidents knew ! and disheartened to find themselves plans for the police deployment in the area ated in a scene that was reminiscent of ed, and they were until the day it happen Ma, "I've seen the riots of the 60's never told that police would drop tear gas. hack and white, and I thought this said Leroy Keith, president of Morehouse dan't happen again," said Raymonda "It's been a traumatic and emotional expe inger, a Spelman senior who was on rience for everyone," said Mr. Keith, with d's campus during the fracas. "But estimated he got about four hours of sleep er, realize that the changes really were over a 48-hour period during the strife. a s significant as people thought they Students said the confrontation with the

police and the verdict in the King case had strengthened their will to fight for econom ic and social justice for black Americans.

On campus bulletin boards, signs 68 horted students to support their "Black Economic Empowerment Movement" by boycotting non-black businesses. Some business owners capitalized on the move telebeen living on Fantasy Island."





the J. Baldon of Morehouse: "The way was founded on, Police bity is just a symptom of that."

lby patting up their own signs, declar-

4 their businesses to be "100 per cent

dewned." Some students closed ac-

and at Allanta's two largest banks in

rof doing business with black banks.

findent centers, tables were set up to

see acts of police brutality.

miniscent of the 1960's

We have a long way to go."

ler friend Sabrina Hall said: "This is a

May to end up my four years at

Men. We've heard how wonderful it is

thack women today, and I had feit

pod about myself and my chances.

thow that whites are never going to

on face value. I feel helpless.

I know that whites are

sener going to respect

Rafeal Jackson of Morehouse: "The police were there to provoke a reaction when all the students wanted to do was to have a peaceful march."

Both women decried the violence. But others said that although disturbing, the violence had brought attention to the students' feelings that non-violence might not have-even in a city as important to the non-violent civil-rights movement as Atwitten complaints from students al-

"Although I don't necessarily agree with violence, at least we were heard," said Amy Adkins, a Spelman freshman who saw the mélée on television, as it happened. "Normally, I would be advocating

neace. Now, I'm angry. William J. Baldon, a Morehouse senior, said the King verdict was only the spark. "The issue is not just police brutality against blacks. The issue is racism, which this country was founded on. Police brutality is just a symptom of that," he said.

Another symptom, students agreed, was the response of city officials, even in a city where the Mayor and Chief of Police are black, to student protesters.

"Do you think they would drop tear gas on Emory's campus?" said Rafeal Jackson, a Morehouse senior. "No way. What's next? Moving people like cattle, shooting them? We're not in Vietnam; we're students. The police were there to

provoke a reaction when all the students wanted to do was to have a peaceful

Freddie L. Hill, dean of student affairs at Spelman, said she was thankful that the protracted confrontation didn't result in the deaths that marked student demonstrations at Kent State and Jackson State Universities more than 20 years ago.

"I wasn't surprised by the police presence, and we knew the police would do whatever it took to subdue students," she said. "But in spite of everything, the police

'We Became Family'

Despite their anger, students feel "a new sense of urgency about learning, and about applying what you learn," said Ms. Hill, a Spelman administrator since 1988. The greatest test, however, will be what happens next fall, when students return to the campus after the summer has blunted their rage, she said.

Many students say they won't soon forget the image of police officers in riot gear, the suffocating fumes that settled over their campuses, or the insistent buzz of helicopters overhead as police monitored

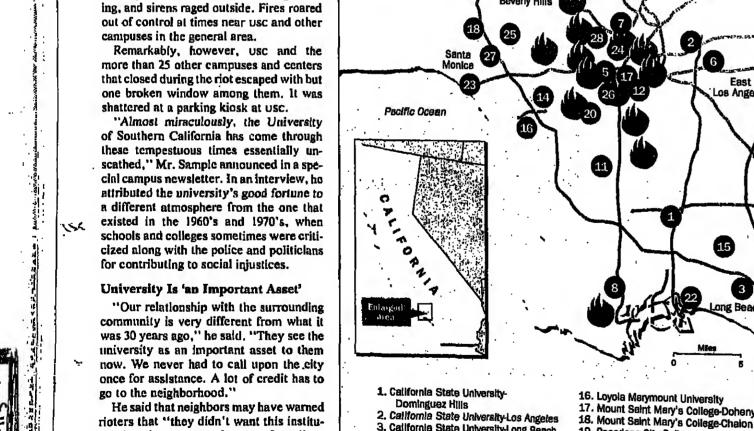
their movements and local news crews taped the action. Several students said the events had done more to bring the Atlanta University Center institutions together than had any other occurrence in recent

memory. "We didn't always have unity in the AU Center, but when this happened, we became family," said Yvette Nicole Speed, a iunior at Clark Atlanta.

Many students planned to continue their boycott of non-black businesses next year and to step up involvement with the surwith students, Mayor Jackson announced a three-point plan, including the creation of a student commission to meet regularly with the Mayor and a quasi-city agency to help operate restaurants, stores, and other businesses in the neighborhood near the university center.

But some students were concerned that the violence that erupted in Atlanta and elsewhere in the wake of the King verdict could simply foreshadow what is to come, Said Larry Jones, a Morehouse senior: "They talk about a peaceful solution to problems, but you can't speak a language that America doesn't understand."





2. California State University-Los Angeles California State University-Long Beach
 California State University-Northridge

5. Hebrew Union College-Jewish Institute 6. East Los Angeles College

7. Los Angeles City College 8. Los Angeles Herbor College

15. Long Beach City College

9. Los Angeles Mission College

10. Los Angeles Pierce College
11. Los Angeles Southwest College
12. Los Angeles Trade-Technical College
13. Los Angeles Valley College 14. West Los Angeles College

19. Pasadena City College 20. Pepperdine University Educational Center-Culver City 21. Pepperdine University Educational Center-Encino

22. Pepperdine University Educational Center-Long Beach 23. Santa Monica College 24. Southwestern University School

25. University of California-Los Angeles 26. University of Southern California 27. West Coast University

28. Woodbury University Claudinicre (ville av 1010, abhidrean



On Campuses Across the Country, Outrage Over Los Angeles Acquittals

Continued From Page A33 university's Center for Social stems from a feeling that protests Change and chairman of the Facul- have little impact. ty Senate: "We need a massive movement for social justice for all us are always put on the back burn-

Agnar Pytte, president of Case Western Reserve University, issued a statement saying he was dress the concerns of minority stustunned by the verdict. He said the dents and were surprised by their case "prompts me to reaffirm our commitment to justice and equity lent—response to the Los Angeles for all members of this campus and verdict. to recognize how far we have to go to reach this goal."

The chief of police at the University of New Mexico joined 300 protesters on a march from the university to the Civic Plaza in Albuquerque. Don Grady, the chief, the election of new editors to cover relations between students and the said: "I believe it's important for law-enforcement executives to ers occupied the chancellor's of-

"it's sort of like how some

families only come

together at funerals.

if anything, I think the lines have become even

more defined."

speak out in disagreement with

what happened in Los Angeles." While many students sald the events had heightened people's nomics department who specialawareness of racial discrimination, izes in labor issues, poverty, or few predicted that their campuses would feel a lasting impact, because the events came while students were cramming for finals and

preparing to leave for the summer. "It's sort of like how some families only come together at funerals," said Jason Buggs, a senior and president of the Black Student Alliance at the University of Texas at Austin. "If anything, I think the lines have become even more de-

The verdict came at a time when many black students on the Austin campus were already stinging from the faculty's overwhelming rejection in March of a proposal that would have required students to take multicultural courses. To the extent that the university is viewed as part of the "system," Mr. Buggs said, "this is one more indication that the system doesn't work for

Tensions at U. of Washington

At the University of Washington, the verdict further fucled ten-- sions that had been building since the university's faculty members ulty Senate will again begin the long process of adding an ethnicstudies requirement, now renamed American cultures, this month. But some students characterize the new proposal as a much-watereddown version of the original ethnic-

Juni Luyombya, director of the Black Student Commission, a campus club, said students were angry and disappointed because of the verdict and frustrated by what she and others called the university's unwillingness to deal with racial

tension. Their frustration, she said,

"The issues that are important to cr," she said.

Many higher-education officials said they had been trying to addramatic-and in some cases vio-

setts at Amherst, a group of 250 liott said he would work with state students forced their way into The civil-rights officials to provide Daily Collegian newsroom and re- training for faculty and staff memfused to leave for a half hour. The bers. He also said he had appointed protesters were complaining about a committee to work on improving minority affairs. Later the protestfice for several hours, but left after university officials pledged to hire 10 more minority professors over the next three years.

A group of students took over Amherst College's administration building to demonstrate their concerns about a number of minority issues at the campus. They left the building after college officials pledged to appoint a full-time affirmative-action officer, to hire a financial-nid officer who is sensitive to minority issues and concerns, and to select someone for a tenure-track position in the eco-

At nearby Hampshire College, students staged a sit-in at the institution's science center, which houses faculty and administrative offices. The students said they dents." wanted the college to hire seven new minority faculty members the "Rally for Rodney" at the Uniover the next six years. Late last versity of Tennessee may have week college administrators were helped to insure that the demonstill negotiating with students.

Protest at Central Missouri

A protest at Central Missouri State University started peacefully. On April 30 about 75 students gathered on the campus to discuss their reaction to the verdict. But as a safe pathway for the protesters, the night wore on, the crowd grew

Eventually about 250 students versity's blessing, students distribmarched from the campus to down- uted fliers to invite other students town Warrensburg, where some of to join them-including students them broke windows in about 20 from historically black Knoxville businesses. One student was ar- College. rested for looting.

complaining that the institution this was not mine," she said. "It ministration had done little to re- thing. spond to their concerns.

fy with the problems," said Lyn- ful march and rally," Ms. Redette L. Atkins, the incoming presi- mond continued. "We let people dent of the Student Government know that if their agenda was any-Association at Central Missouri, thing other than what we had "But 1 do represent all the stu- planned that they should go somedents. My biggest concern is that where else." everything is O.K. for all the students, that it is an environment that is culturally diverse and comfortable for all the students."

Furthermore, she said, students this article.

are concerned about local and campus police officers. She said black and white students alike complain that they get pulled over without justification. And she said: "They felt if it can happen in L.A., it could happen here."

Ed Elliott, Central Missouri's president, said: "I was surprised at the level of anger and the degree of anger expressed by the students over the issues that were already

Administrators' Involvement

The day after the disturbance, he met with 500 students at the Central Missouri football stadium to At the University of Massachu- listen to their complaints. Mr. Elcampus and city police depart-

"We're trying to capture the spirit of the moment and the energy of the moment," Mr. Elliott said, "but I can't promise that we'll solve all the problems.

"The thing that I would clearly do differently-regardless of how l

"I was surprised at the level of anger and the degree of anger expressed by students over issues that were

already on the table."

learned about a gathering of students-I probably would have attended the first gathering of stu-

stration did not become violent. University officials, including the dean of students, participated in a march that attracted at least 600 students.

University of Tennessec police officers blocked streets to provide who marched about half a mile in size and the mood became tense, through the campus. With the uni-

Jane S. Redmond, director of the Students at Central Missourl university's office of minority-stu-

"Being a black student, I identi- it clear that this would be a peace-

Michele N-K Collison, Scott Heller, Katherine S. Mangan, and Peter Monaghan contributed to

Separate Studies List Top Disciplines, Big Producers of Minority Graduates

Business and education remain tions, graduate most of the couthe most popular fields of study on try's minority undergraduates. But the nation's campuses, according it also offered some surprises to new government findings.

Statistics from the U.S. Education Department's annual survey of academic degrees also show an increase in the number of bachelor's degrees earned by minority represented 10.5 per cent of all sign

In 1989-90, colleges and universities conferred a record 1,049,657 bachelor's degrees. Business topped the list with 249,081 degrees. Following 15 years of steady decline, the number of bachelor's degrees awarded in education rose for the third straight year. With 104,715 degrees, education was the third most popular field, ranking behind the social sciences, with 116,925 degrees.

Hispanics at Top

From 1988-89 to 1989-90 the number of bachelor's degrees awarded to minority-group members went up 5.4 per cent, to 137,157, while the number awarded to white students grew 2.9 per cent, to 882,996. The fastest growth occurred among Hispanic graduates, with the number of degrees up 9.7 per cent, to 32,686.

Education and business led the list of master's degrees awarded in 1989-90. Students earned 86,057 master's degrees in education, a 4.3-per-cent increase over the previous year. The number of master's degrees in business administration climbed 5 per cent, to

The number of doctorates reached a record high of 38,238 in 1989-90. The largest fields were education, with 6,922 doctorates, engineering, with 4,953, and the the degree." physical sciences, with 4,168. The doctorate tally is 6 per cent higher than the count reported by the National Science Foundation last week. A department official attributed the discrepancy to the use of different survey techniques. (See story on Page Al.)

week was aimed at determining which colleges and universities have done the best job of graduating minority students. The report, 'Top Degree Producers," was issued by the bi-weekly publication ic students graduated from the Uni Black Issues in Higher Education. said their anger was not limited to dent affairs and of the black culturUsing data from the Education Dedras, Florida International University

Using data from the Education Dedras, Florida International University the jury's acquittal of the police ofal center, coordinated the demonpartment's 1988-89 survey of acasity graduated the most Hispanics ficers. Black students have been stration. "The original idea to do complaining that the institution this was not missible to demic degrees, it analyzed the of any mainland institution." number of minority graduates needed to hire more minority faculty members and offer more black.

They colled most Asia
based on ethnicity, type of instituManoa produced the most Asia
based on ethnicity, type of institunic-studies requirement. The Facty members and offer more blackThey called me at home and told
They called me at home and told
tion, type of degree, and discipline.

American graduates—1,579, The studies courses. They said the adme that they wanted to do someministration had done little to reper of minority students who re-"The key to it was that we made ceived degrees in broadly defined

A separate report released last

academic fields. The City University of New York system, which has a large minority student population, was not and San Jose State Universities included in the department's data deadline, so the system does not \$2.50 from Black Issues in Higher because it missed the reporting appear in the Black Issues listings.

\$2.30 from Black Issues | 10520 WarEducation, Suite B-8, 10520 War-

The report confirmed much of wick Avenue, Pairfax, Va. 2000; what many people have suspected: (703) 385-2981. Historically black colleges and large universities, particularly in

WASHINGTON regions with large minority pupul Most notable, some observery said, was that Georgetown United sity graduated 67 black lawten during the year studied-men than any other institution. The 67 dents earning law degrees from Georgetown.

> Frank L. Matthews, publisheral Black Issues, said the report broke new ground because it revealed the "accountability and commitment of institutions that claim to be doing everything they can to attract minority students. Until now, he said. "We've never been able to determine who was actually maducing minority graduates and in what numbers."

He added, "That's akin to know. ing that the [Washington] Bullets have an outstanding point guard and a good bench but never know. ing if they win games."

Mr. Matthews said the ranking showed that institutions can graduate more minority students if they are committed to the effort.

Some observers cautioned that because the report ranked institutions by the number of minority students they graduated, railed than by the proportion of minority students, larger institutions were more likely to show up on the lists

Reginald Wilson, senior scholar at the American Council on Emation, also warned that the number of graduates alone did not tell be whole story. "You've got to know the retention rate," he said. "These numbers have to be tenpered by [knowing] who started out in the class and survived to the

Among the report's findings: Among historically blacking lutions, Howard University grade ated the most black students-74 Southern A&M, and Hampkon Universities followed.

■ Among predominantly with institutions, the University of Maryland at College Park graduated the most black students—26 Other top producers of black graduates were Rulgers and Tempk Universities and the Universities of Pittsburgh and South Carolina

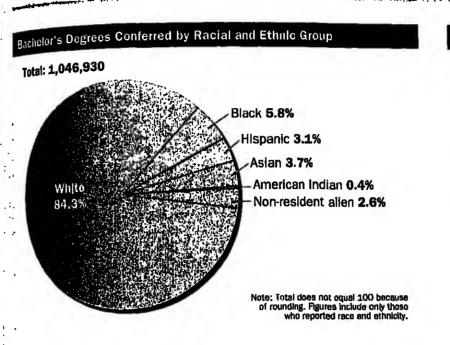
■ The largest number of Hispa versity of Puerto Rico at Rio Pic-■ The University of Hawaii

■ Southeastern Oklahoma

University graduated the mos American-Indian students-120followed by Northeastern State Copies of the report, "Top De gree Producers," are available for

-JEAN EVANGELAUF AND COURTNEY LEATHERMAN

Farned Degrees, 1989-90



		U.S. citiz	ens and resid	lent allens		•	
Associate	American Indian	Asian	Black	Hispanic	White	Non-resident enells	Race unknown
Man	1,436	6.470	13.171	9.810	154.301	2,972	2.912
Women	2.089	6,956	22.107	12.252	214,228	3,205	2,770
Total	3,525	13,426	35,278	22,062	368,529	6,177	5,682
Bachelor's							
Men	1,828	19,617	23,276	14,871	413,469	17,040	1,387
Women	2,610	19,442	37,798	17,815	469,527	9,737	1,340
Total	4,338	39,059	61,074	32,686	882,996	26,777	2,727
Master's							
Men	465	6,070	5,492	3,566	112,976	24,338	736
Women	643	4,576	9,839	4,339	138,542	11,146	1,116
Total	1,108	10,646	15,331	7,905	251,518	35,484	1,852
Doctorate							-
Men	52	910	533	417	15,102	7,204	153
Women	50	372	612	366	10,691	1,671	105
Total	102	1,282	1,145	783	25,793	8,875	258
Profession	nal						
Mon	138	1,966	1,650	1,454	37,909		183
Women	119	1,370	1,739	973	22,382		61
Total	257	3,336	3,389	2,427	60,291	1,036	244

		Associate	degrees		1	Bachelore	degrees		1	Mastera	degrees		Doctoral degrees			
	Men	Women	Total	5-year change	Men	Women	Total	5-year change	Men	Women	Total	5-year change	Men .	Women	Total	6-year change
Agriculture, natural resources	3,230	1,602	4,832	-26%	8,955	4,115	13,070	- 28%	2,245	1,128	3,373	- 14%	1,029	243	1,272	+ 5%
Architecture, environmental design	268	1,743	2,011	+ 35	5,637	3,624	9,261	-1	2,221	1,271	3,492	+7	69	28	97	+9
kee and ethnic studies	12	56	68	+113	1,760	2,639	4,399	+53	656	542	1,198	+ 38	68	60	128	-7
Suiness and management	32.751	74,229	106,980	-11	132,704	116,377	249,081	+7	50,983	26,220	77.203	+14	863	279	1,142	+32
Communications	746	912	1,658	-10	19,536	30,527	50,063	+24	1,562	2,508	4,070	+ 18	141	122	263	+15
Communications technologies	1,347	667	2,014	- 11	655	565	1,220	-29	150	149	299	+ 43	3	3	6	0
Computer, Information sciences	3,820	3.784	7.604	- 40	19,178	8,256	27,434	-29	6.968	2,675	9,643	+38	533	90	623	+ 151
Education	2,311	5,707	8,018	16	22,980	81,735	104,715	+19	20,834	65,223	86,057	+13	2,931	3,991	6,922	-3
Ingineering	2,098	282	2,380	39	54,249	9,828	64,077	-17	20,691	3,262	23,953	+ 14	4,519	434	4,953	+ 54
Engineering technologies	46,872	4,879	51,751	14	16,558	1,475	18,033	-6	738	157	895	+ 42	12	0	12	+ 33
Foreign languages	78	251	329	·· 15	3,010	8,316	11,326	+14	627	1,368	1,995	+16	210	302	512	+17
Health sciences	7,969	56,159	64,128	- 6	9,235	49,581	58,816	-9	4,534	15,820	20,354	+17	697	846	1,543	+ 29
loma economics	2,746	7,484	10,230	+6	1,480	13,507	14,987	-4	310	1,843	2,153	-10	89	214	303	+10
SW .	583	3,964	4,547	+121	510	1,072	1,582	+ 37	1,311	558	1,869	+4	90	23	113	+8
Atters	185	382	567	· 8	15,874	32,201	48,075	+41	2,458	4,765	7,223	+22	566	700	1,266	+2
beral / general studies	53,007	75,714	128,721	+ 21	10.416	14,540	24,956	+30	554	1,040	1,594	+35	13	18	31	-42
Ubrary and archival sciences	13	99	112	-13	16	68	84	-58	960	3,389	4,349	+12	12	29	41	~ 53
Life sciences	439	595	1,034	-8	18,325	18,845	37,170	-3	2,377	2,484	4,861	-4	2,395	1,449	3,844	+12
Mathematics	489	271	760	- 4	7,812	6,785	14,597	-4	2,205	1,472	3,677	+ 28	746	169	916	+31
Military sciences	114	15	129	+ 461	384	33	417	+39	0	0		-100	0	0	0	0
Multi / interdiscipilnary studies	5,228	6,575	11,803	+ 38	8,753	10,435	19,188	+22	2,023	1,482	3,505	+10	203	108	311	+9
Parks and recreation	279	182	461	- 37	1,941	2,463	4,404	-4	179	251	430	-21_	18	17	35 432	-3 -8
Philosophy and religion	59	34	93	- 33	4,374	2,474	6,848	+7	839	487	1,326	+14	324	108	4,168	+ 22
Physical sciences	1,317	818	2,135	-3	11,091	5,040	16,131	-32	4,008	1,439	5,447	<u>-6</u>	3,384	804 13	4,168	+12
Protective services	9,441	3,407	12,848	+4	9,578	5,812	15,387	+23	796	355	1,151	-7	24	1.939	3,353	+15
Paychology	285	825	1,110	+13	15,291	38,295	53,588	+35	2,992	6,239	9,231	+10	1,414	288	495	+ 15
Public affairs and social work	2,771	2,457	5,228	+ 42	5,310	10,931	16,241	+17	6,181	11,812	17,993	+12	2,037	986	3,023	+6
Social sciences	1,272	1,598	2.870	+11	65,248	51,677	116,925	+28	6,758	4,661	11,419	+10	1,147	151	1,298	+14
Theology	389	264	653	-7	3,919	1,243	5,162	-15	2,998	1,688	4,686	+8 -2	472	370	842	+22
Visual and performing arts	8.041	5,882	13,923	+1	15,325	24,370	39,695	+5	3,749	4,797	8,546	-2 n/a	153	105	258	n/s
Not classified by field of study	2,912	2,770	5.682	n/a	1,387	1,340	2,727	n/a	736	1,116	1,852	+ 13%		13.867	38,238	+16
All fleids	191.072	263.607	454.679	0%	491,488	558,169	1,049,657	+7%	153,643	170,201	323,844	T 1370	24,311	100,001		

Men 1,906	Women 675	Total 2,581	- 3%
2,830	1,263	4,093	- 23
21,059	15,378	38,437	-3
9,977	5,138	15,115	-8
646	426	1,072	-4
1.119	442	1,561	+5
	1,906 2,830 21,059 9,977 646	1,906 675 2,830 1,263 21,059 15,378 9,977 5,138 646 426	1.906 675 2.581 2.830 1.263 4.093 21.059 15.378 36.437 9.977 5.138 15.115 646 426 1.072

Pharmacy	Men 482	Women 709	Total 1,191	5-year change + 38%
Podlatry, podiatric medicine	493	182	675	+16
Theological professions.	4,408	1,445.	5,851	-19
Veterinary medicina	901	1,259	2,160	-1
Other	183	61	244	n/a
All fleids	44,002	26,978	70,980	-5%

Athletics

Auburn's Football Coach to Relinquish His Duties as Athletics Director

Pat Dye will relinquish his duties ics director, a job he has held since as athletics director but remain as Auburn University's football coach, the university's new president, William V. Muse, has un-

Mr. Dye had been expected to step down from the director's job since last fall, when a former player charged that he had been paid by football coaches and boosters.

The player, Eric Ramsey, released tape recordings in which assistant coaches and boosters are heard offering Mr. Ramsey money

President Muse sald the separation of the two jobs was "In the

best interest of Auburn

University and its athletic department."

or other improper benefits. Auburn and the National Collegiate Athletic Association are investigating Mr. Ramsey's charges.

Mr. Dye has maintained repeatedly that he knew nothing about payments to Mr. Ramsey.

He insisted last month that Mr. Ramsey's charges were totally unrelated to his resignation as athlet-

Oregon Panel Opposes Universities' Use of Public Money for Sports Scholarships

A committee appointed by the in-aid to the graduation rates of State Board of Higher Education has recommended that Oregon's public universities not spend institutional money to pay for athletic scholarships.

The panel proposed instead that the accumulated sports deficits at the state's three major universities a ticket surtax, cost cuts, and cor-

letic Funding was appointed in November by Oregon's State Board of dilemma" created by large sports deficits. Oregon's three major sports programs—at Oregon State and Portland State Universities and the University of Oregonhave an accumulated deficit of \$6.3-million.

Opposed by Governor

Last fall, staff members of the state system proposed that the universities, for the first time, use general institutional funds to finance athletic scholarships, and that they tie the number of grants-

President Muse said the separation of the two jobs was "in the best interest of Auburn University and its athletic department."

He commended Mr. Dyc for putting the athletics program in sound financial condition, and said Auburn needed an athletics director whose attention was not divided.

"At the same time, football is too important to Auburn and to our alumni and supporters for the head football coach to give anything other than his undivided attention to developing the strongest and most competitive program we can develop," said Mr. Muse.

'Abysmal' Graduation Rates

A faculty committee that recommended last month that the jobs be separated offered other reasons for Auburn to hire a new director.

The panel criticized what viewed as the athletics department's inattention to the academic success of athletes. It found that while athletes on many of Auburn's teams had graduated at rates higher than other students at the university, rates for football players lagged "very significantly." and rates for basketball play-

"Leadership from the top in this case is sorely lacking, both by ex-

In November, the board decided

not to act on the staff's proposal,

which had drawn the opposition of

Gov. Barbara Roberts. She said

only top-priority activities should

athletes.

receive state aid given Oregon's fiscal crunch (The Chronicle, Nobe forgiven, and that future deficits vember 27, 1991). Instead, the be avoided through a combination board appointed the special panel. of greater athletic fund raising, A 'Good Compromise' porate support. Institutional monmendations a "good compromise" ey should be used to make up the difference if those measures do in the short term that would give the board "time to consider longernot wipe out the debts, the panel term solutions to the funding prob-

The Special Task Force on Ath-The panel said its proposals would create about \$3.4-million in Higher Education to "find a more increased revenues and sayings, acceptable way out of the present which still would fall short of the projected \$6.9-million deficit for the three sports programs through The remainder of the deficits:

would be eliminated by using in stitutional money to pay for women's sports or non-revenue sports: coaches' salaries in those sports, or to allow the university to charge all scholarship athletes the in-state

tuition rate. The board is expected to consider the panel's proposals at its meeting next week.

-- DOUGLAS LEDERMAN



Pat Dye, Auburn's football coach, had been expected to step down from the director's job since last fail.

ample and actions," the panel's re- port said, should be someone port said. It called for "clear and students and coaches from the athletic director regarding the importance of getting an education and of

Auburn's new director, the re-

"with demonstrated commitment unequivocal leadership given to to academic integrity," and a "proven record of working within the larger university community." Mr. Dye's decision further

shrinks the ranks of coaches who also head athletics departments.

But in another administration move made last week, Baylor University said it would put its football coach in charge of the athletics department-but only for a year.

In the last few years, as big-time sports programs have grown mire complex and come under greater scrutiny, college officials have increasingly agreed that coache should not also be responsible to overseeing athletics departments,

1-Year Waiver

A number of colleges have separated the jobs, leaving Mr. Dyean Nelson Stokely, the football coach and athletics director at the University of Southwestern Louisians, as the only two men in the NCAA's Division I-A who served in both

Baylor's president, Herbert H waiving for only one year "ourpolicy of keeping the athletic director and coaching positions separate." The university appointed Grant Teaff to succeed Bill Menelee as permit Mr. Teaff to coach Baylor's football team for one last season.

College Football to Offer Pay-Per-View Games on Cable

pate in the arrangement. Bill

Byrne, athletics director at the

University of Oregon, said the

had endorsed the deal, but that

"At a time of cost

but not be a huge

source of revenue."

universities had yet to vote.

pay-per-view television next

Officials of the colleges and the network said the one-year test arrangement would be a boon to cable-television viewers, who will have the opportunity to see more games than they do now. But some observers fear that the deal could be the first step toward a decrease in the number of college games on free television, and members of Congress said they would watch the developments close-

Under its current arrangements with the College Football Association and the Big Ten and Pacific-10 Conferences, ABC televises different games in different regions, based on where the interest is expected to be the presidents of the league's greatest. For instance, viewers on the West Coast might see a Some sports officials have chairs the House panel, said last sity and the University of Washlington, while at the same time, cash-strapped athletics pro-University of Florida.

Revenues to Be Shared

With the pay-per-view plan, which will be administered by Showtime Entertainment Television, ABC will allow viewers in however, said they expected to during the 1992 college-football during the least that one region to see—for a fee of make much money from the season, I intend to ensure that under \$10-a game that is being pay-per-view deal next year. shown on a cable channel in one of the other regions and the commissioner of the Big sports broadcasting won't disperse the commissioner of the Big sports b of the other regions. ABC offiTen, James E. Delany, said:
minish for the nation's fans.

By DOUGLAS LEDERMAN cials said they expected fewer "We think it's a worthwhile ABC Sports and most of the than 50,000 people to pay to see one-year experiment for Big country's college football pow- an extra game each week, and 'Ten fans who would be willing erhouses announced a plan last that the network and the col- to spend somewhere between week to show college games on leges would split about 55 per \$5 and \$10 for a game otherwise cent of the revenues, with 45 per not available to them. At a time of cost containment, we think it cent going to cable systems. will supply some supplemental By last week, the Big Ten and income, but not be a huge the CFA had agreed to partici-

source of revenue." Stephen J. Solomon, senior vice-president for ABC Sports, stressed that the pay-per-view Pacific-10 athletics directors arrangement would supplement those games that are already shown on the network each Salurday in the fall.

Issue Concerns Lawmakers containment, we think Some federal lawmakers have it will supply some

expressed concern about the slow drift of sporting events supplemental income, from free television to pay television. The House Subcommit tee on Telecommunications and Finance held a hearing on the subject in May 1990.

Rep. Edward J. Markey, Massachusetts Democrat who game between Stanford Univer- long viewed pay-per-view TV as week that he did not foresee any money maker for problems with the ABC plan fans in the Southeast watch the grams. It has been a success for it would increase the number of University of Georgia play the Louisiana State University, games available to fans. But echoing the concerns of which has its own statewide

pay-per-view system. Viewers those who fear that this could be pay nearly \$30 a game for foot- the first step away from free ball and \$15 a game for basket-Markey said in a statement "As ABC's experiment unfolds None of the college officials, the quality and quantity

The International Research & ischanges Board has a new escutive director. Daniel C. Matuszewski has been medio succeed Allen Kassof, who

REX is an independent non-profit canization that encourages warly cooperation in the bimanities and social sciences teneen U.S. researchers and their waterparts in East Europe and the sew mations that had made up the timer Soviet Union.

A historian, Mr. Matuszewski by been executive director of the oscow-based International andalion since 1989, during which in he also served the Carnegie Corporation of New York as a senior secislist. The International oundation is a multinational agaization that has designed and notemented cooperative approaches to problems such as scurity, governmental transitions, edural preservation, and

From 1969 to 1989, Mr. bluszewski directed the Soviet and Asian programs at IREX.

Mr. Kassof, who has been with teorganization since its inception in 188, plans to work on a new mojed based at trex and supported in the Carnegie Corporation of York to examine problems of maky in central Europe.

The American Association for Advancement of Science is blishing a newsletter about sinte and public U.S. efforts to epscientists in the former

The Alexander von

boldt Foundation has

pened a North American

The first issue of the newsletter. aled Scientist to Scientist, ppeared last month and focused or tivilles of scientific and ering societies as well as the forts of individual scientists and tone companies. The publication is edited by the association's rectorate for International fograms; (202) 326-6650.

Office in Washington, its only sidress outside Germany. The foundation, based in Bonn, ates grants to "highly qualified Risons of foreign nationality" to induct research in Germany. Since (3) more than 2,800 U.S. scholars a variety of academic disciplines e received grants and owships from the foundation. had winners of the Humbolds rch Award for Senior merican Scientists include 13 obel Prize winners. According to its director, Jan eppler, the purpose of the ashington office is to foster closer mication and cooperation with North American alumni of the nomm, develop new projects, and trase contact with the U.S. cadenic community. The office is at 1350 Connecticut tue, N.W., Sulte 903, ngton 20036; (202) 296-2990.

International

For Czechoslovakia's Academics, a Vexing Question: Who Told the Secret Police What About Whom?

A law school challenges new legislation aimed at rooting out Communism's informers

By BURTON BOLLAG

BRNO, CZECHOSLOVAKIA Academics across Czechoslovakia are nervously awaiting the outcome of a controversial case in which a law school is refusing to abide by legislation aimed at rooting out those who spied on their colleagues for the former Communist secret

The case, which involves Masaryk University's law school and its dean, puts a spotlight on the issue of individual responsibility under totalitarianism. It is also seen here as a test of the new law.

The legislation, known as the "lustration" or screening law, bars former Communist Party officials and police informers from managerial posts in the state and public sector for the next five years. At the universities, the ban covers rectors, vicerectors, deans, vice-deans, and elected members of academic senates-which, since the return of democracy here, wield considerable governing power on the campuses. An administrator dismissed under the screening law can continue working at a university, but only in a non-managerial position, such as teaching.

Except for unified Germany, no other former Communist state in Eastern Europe has gone to the lengths that Czechoslovakia has in trying to remove from positions of power or authority those who contributed to the political persecutions of the Communist era.

Exaggerated Reports

However, the law has many critics. They charge that the legislation is unfair because, while it punishes those who were pressured into informing on their colleagues, it does not punish former police or



the screening law violates international laws protecting human rights."

Communist Party officials who have left the public sector for jobs in private busi-

Moreover, critics say, all of the information used in the screenings comes from files written and compiled by the secret police itself. Since zealous officers appear-on the basis of files already made public-to have sometimes written exaggerated reports on their dealings with indi-

viduals they sought to recruit, the law may, in a Kafkaesque way, lead to the persecution of some people who had the cour-

age to resist the pressure and intimidation. Czechoslovak President Vaclav Havel reluctantly signed the bill into law last fall. However, he immediately asked for amendments requiring proof that an individual's actions caused harm to others be-Continued on Page A41

Brazil's Universities Come to the Aid of Deteriorating Public Schools

By DANIELA HART

Brazil's public universities, which critics say have remained aloof as the country's elementary and secondary school system has steadily deteriorated, are finally responding to the urgent need to im-

prove public education. "Many academics are realizing that we cannot have a quality university system based on such poor schools," says Luiz Menezes, coordinator of a center at the University of São Paulo that has been studying the problems of the schools. "Universities have a key role to play in improving education.

The current state of elementary and secondary schools, says Mr. Menezes, "is a disaster for the country."

Statistics underscore the point. Out of a total population of about 140 million people over the age of 15, some 40 million are illiterate. Only 47 per cent of children who enter the first grade complete the mandatory eight grades of schooling, only 28 per cent finish secondary school, and only 12 per cent go on to higher education—usual-



Luiz Menezes of the University of São Paulo: "Many academics are realizing that we cannot have a quality university system based on such poor schools."

ly those who attended quality private

Only 2 per cent of children get through elementary school without repeating a grade. In public schools, which enroll 86 per cent of all schoolchildren, it is common for students to repeat two or three times in the first four grades, after which families often allow their children to give up school

No Systematic Evaluations

Brazil has no systematic evaluations of agree that, particularly in the public schools, the standards are very low.

"The fundamental problem in education is the qualification of teachers, and in this universities have an important role to play," says Brazil's Minister of Education, José Goldemberg.

At one time most elementary and secondary schoolteachers were trained at the public universities. But a haphazard expansion of higher education in the 1960's saw the formation of many unregulated pri-

Continued on Following Page



Public Universities Come to the Aid of Brazil's Deteriorating Schools

- Continued From Preceding Page taking over the training of many schoolteachers. Most of the institutions were founded as profitseeking ventures and are criticized for their low standards, poor quality of instruction, and a lack of commitment to improving education.

"As a result," says Mr. Menezes, schoolteachers here "are usually very ill-prepared."

The Minster of fiducation has been prodding the public universities to take a more active role in improving Brazil's schools. Mr. Goldemberg is a former rector of the University of São Paulo, as \$45-million out of a total budget of ther eroded by inflation, have con-

South Africa to Reopen Investigation of Academic's 1989 Assassination

By LINDA VERGNANI

CAPE TOWN The investigation into the assassination three years ago of a South African university professor and political activist has been reopened by a provincial attorney general.

David Webster, who was a social anthropologist at the University of Witwatersrand, was gunned down outside his Johannesburg house on May 1, 1989. At the time of his death there was wide speculation that he had been the victim of a state-connected hit squad. Just a few days before he was slain, Mr. Webster, a well-known anti-apartheid activist, had completed a re---- port on assassinations by South African counter-terrorism agents,

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of Science. His appointment last some control over quality in the year marked the first time in decades that the education minister. who generally had been a political appointee, had come from the for Environment, says he intends ranks of academe. Mr. Goldemberg is widely seen as someone who understands education and is

firmly committed to improving it. Under his direction, the education ministry is now increasing the amount its National Foundation for Higher Education spends on \$100. university programs to retrain teachers, from about \$6-million to

which he was to have presented to the United Nations. Mr. Webster's academic colleagues posted a \$50,000 reward for information leading to the arrest and conviction of his killers, but no concrete evidence was ever brought forward.

However, recently published information about government security force hit squads has led to new allegations that Mr. Webster was killed by agents of the Civil Cooperation Bureau, or CCB, which is linked to the military intelligence community here.

After a law-enforcement task force that was formed to review the case failed to uncover any relevant facts or identify those responsible for the murder, the Attorney Gen- country's economic crisis—deep eral for the Witwatersrand district recession and high inflation-to said he was recommending that the enroll their children in public Minister of Justice appoint a Su-schools, thus creating more prespreme Court judge to hold an inquest into Mr. Webster's death.

Last week South Africa's Sunday Times newspaper carried a have to invest in education," says front-page story saving new evi- Mr. Goldemberg. He explains that dence of the CCB's involvement until the 1960's, education in Brazil in the assassination had come to

'Intelligence Links'

The report said that shortly after Mr. Webster was killed, two 95 per cent of the population has "white academics with military in- access to schools, we can tackle telligence links" visited the Kosi Bay area of northern Natal prov- ter says. ince, where Mr. Webster had been studying the culture of the Thembe-Tonga people.

The article said: "The academcs-one of them from Potchefstroom University—claimed they were members of a research team and questioned field workers ex- Paulo and the University of the ensively about Dr. Webster's ac- State of São Paulo. tivities in the region, which borders Mozambique." The men were later An Array of Proposals questioned by the investigating of-

ficer in the Webster murder. academics. But it said a senior police source had told the Sunday and propose solutions. Among the Times that evidence about the aca- proposals now being put into pracdemics and the questions they tice are increased autonomy for dicial inquest. However, the article ed to a complex centralized burectly involved in Mr. Webster's tions of schools and instructors.

or of Mr. Webster, opened this courses at private universities by month at the University of the Wit-

well as a past president of the Bra- \$300-million. "With these pro- that the state's Education Departzilian Society for the Advancement grams we will also be able to have ment will employ as a teaching aid

> Mr. Goldemberg, who also serves as interim Secretary of State to raise the amount spent on each public-school student to \$600 from \$300 a year, and to encourage local governments to raise teachers' salaries. Teachers now earn an average salary of under \$200 a month, and, in some regions, less than

According to Mr. Menezes, the low salaries, which have been furtributed to the degradation of teaching, once a sought-after and respectable career in Brazil.

Mr. Menezes criticizes the lack of vision of Brazil's political and business leaders for not investing in education at all levels. But that too, he says, is starting to change. Industrialists, politicians, and even rank-and-file workers are becoming aware, if belatedly, that while Brazil in the past could compete in world markets almost exclusively on the basis of cheap labor and plentiful raw materials, that is no longer the case. Today, "know how" and a well-trained labor force are essential.

Pressure From the Recession

Middle-class parents, who for a long time managed to ignore the problems of public education by sending their children to private schools, are being forced by the

"To achieve modernization we was accessible only to an elite. Then the government adopted a deliberate policy of sacrificing quality to increase access to schools for the whole population. "Now that the question of quality," the minis-

Fernando Morais, the Secretary of Education for the State of São Paulo, which is Brazil's main industrial center, is introducing salary bonuses for teachers who attend supplemental or advanced courses offered at the University of São

On taking office last year, M Morais invited 100 specialists. The article did not name the two many from universities, to analyze asked might be presented to the ju- schools, which have been subjectsaid detectives could not find any reaucracy; supplementary training evidence that the men had been di-Mr. Morais also hopes to improve A new dormitory, named in hon- the quality of teacher-education a special cable-television channel

in classrooms.

"No matter what political changes are made, we will not

"No matter what political

changes are made, we will not solve the

country's problems unless we tackle

education."

solve the country's problems unless we tackle education," Mr. Morais savs.

Besides programs in conjunction with the Department of Education. state universities in São Paulo are developing projects of their own to ments and ideas in education for Lady after the Communists improve elementary and secondary

Projects being developed by the school's director: "University Like of the law school. In University of São Paulo include an have to be inventive and think up 1990, he was voted dean. extension school, whose aim is to non-orthodox ways of helping to this ever having been a poprovide distance learning through improve the school system."

By GEOFFREY MASLEN

has agreed to give permanent

residency status to 20,000 Chi-

nese students who were in the

country at the time of the Tim-

anmen Square massacre in Bei-

The controversial decision

was attacked by conservative

opposition parties as undermin-

ing Australia's immigration pro-

Prime Minister Paul Kenting

revealed the government's deci-

sion in a letter to a Chinese-lan-

guage newspaper in Melbourne.

He said that Chinese students

who were in Australia on June

20, 1989, when the Chinese

army routed demonstrators

from Tiananmen Square, would

not be forced to return to China

In the immediate aftermath of

the massacre, the 20,000 Chi-

nese students in Australia were

given four-year humanitarian

visas that took effect in June

1990, when their students visas

The Prime Minister at that

ie, Bob Hawke, pre-empted

Later, the government an-

Humanitarian Visas

were to expire.

able to remain.

expired.

lian laws.

The Australian government

Australia Grants Residency

to 20,000 Chinese Students

American Development Bank I invest \$2-million over two yearst. train science teachers and product by sanctions could be imcourse material for teaching it.

use by the public schools,

the government was sacrificing

immigration for the sake of poli-

tics. At the same time that il was

offering the students permanent

residency regardless of the mer-

it of their individual cases, it

was resisting pressure to at-

commodate hundreds of Carr

hoding boat people on similar

humunitarian grounds, the op

position parties charged.

Total of 34,000 People

MELBOURNE consistency in its decisions on

the use of television and video, ar.

The education school at the Uk. Tream school at Masaryk Uniprogram last year that allows jet. (8mo, 135 miles southeast of lic schoolteachers to enroll as vecial students in any of its course, that have vacancies. Some 80 fe school's 27-member Acateachers enrolled in such course, Senate voted last Novemlast year, and university officials and well as school administrators coessful. Professors, worried at first special students' would have difficulty keeping up with a stalin margin.

have difficulty keeping up with the state slim margin.
their classes, found it enriching to the school's faculty water of the school's faculty public schools brought into theil

se by the public schools.

Says Miriam Krasilchik, the Mr. Kroupa was elected Lamer, and says that he and

But Mr. Jelínek, who was himself thrown out of a teaching job at the institution by the Communist authorities in 1970, says the skripta does not indicate a crime. Under Communism, says Mr. Jelinek, it was not rure for professors to slant their notes in such a way simply to

be allowed to continue teaching. Against the wishes of Mr. Kroupa and the law school's Academic Senate, Mr. Jelinek submitted the dean's name for screening. He says he did so on the basis of Mr. Kroupa's membership on a university-wide council-and because he did not want to disobey a law enacted by the democratically elected parliament.

Job Hangs in the Balance

A "finding" in Mr. Kroupa's case is expected to be announced shortly. His job hangs in the balance: If the screening panel concludes that he indeed was a police informer, the law says he must step

But Mr. Jelinek says he would not force the dean out merely on the basis of a finding by the Interior Ministry. The screening certificate It believe the screening law issued by the ministry gives no details other than that a person was or san rights," explains the was not an informer. "Unless I

had obtained some form

experation from you, they could indirectly bedmail you into providing more services."

thous law in this matter." isse is an extremely sensizin Czechoslovakia, where to decline inviafor "discussions" with the a state security police. The

and the comfortable with his

als respect the law. "I can

fre my advice as a lawyer,"

thatin Urlus, dean of the

Alexampus of Masaryk, peo-

seem troubled by the ap-

Made up of people

led been imprisoned by the

times to remove Mr.

The rector, Milan Jelinek,

points to Mr. Kroupa's

morse notes, which are

for a law class he

The decision to give blanket residency status to the students will add about 34,000 people to haven informing on others the immigration program for 1992, as 14,000 Chinese depentrained harmless informadents are expected to join their of other law schools in have been ...

relatives this year. Under its normal reunion policy, the Australian government allows immediate family menunless they had broken Austragrants who win permission lo stay. The total effectively # gates the cut the government planned to make in the number. There is a law, and we of immigrants it was to accept this year, a reduction dictated by the effects of a prolonged it. cession on the Australian con-

A spokesman for a Sydney spokesman for a Sydney discrepance by the apbased group called Students for Cabinet discussion on the issue said his organization had a by declaring on a television program that the students would be introduce legislation that would introduce legislation that we have been imprisoned by the prevent Chinese nationals from the prevent Chinese nationals fr nounced severe restrictions on sas expired in 1994.

The organization was one of dents in China after it found that several groups of Chinese sur in the for requests. dents in China after it found that several groups of china after it found that thousands of Chinese were redents that had lobbled the government of the control of the government of the governm maining in Australia illegally. ernment to allow them to slaying Many of the students who came

Australia. The students had an australia. from China did not return to their homeland when their visas in China was uncertain and that in China was uncertain and the china returning students faced perse The opposition parties said cution.

"We're respecting interna- have evidence that he actually hurt which takes precedence others, I won't do it," says the rec-

> The screening law does not have provisions for government enforcement—universities are expected to comply voluntarily. Mr. Jelinek's handling of Mr. Kroupa's case could spark a sustained controversy on campuses here.

avoid the consequences of the Since only administrators and

trators to lose their jobs as a result

university instructors nation- which someone has been dismissed wide-or about 2,000 of them- as a result of a screening. Universiwere blackmailed, bribed, or per- ties are not required to make public or inform the government of such

Conformity under Communism was guaranteed by the threat of dismissal from teaching jobs of anyone not showing outward support Many hundreds of university

teachers did lose their jobs after the Communists took power in 1948 and again during the so-called "normalization" period after Soviet tanks crushed the "Prague Spring" in 1968. While some managed to find jobs in "less sensitive" positions-with no contact with young and impressionable students-in the science academies. many others were forced to work as janitors and window washers.

Shortly after Vaclav Havel and other dissidents founded the Charter 77 human-rights organization in 1977, academics were forced to take part in another humiliating demonstration of their loyalty. Without being shown the actual charter in which the human-rights movement's goals were explained, faculty members were asked to sign a party-sponsored condemna-

'Signing or Leaving'

At Charles University in Prague, the country's leading higher-education institution, only three of the about the work you approximately 500 faculty members had the courage to refuse. "It leaving," says Miloš Juzi, a profes-

"I felt terrible," he adds. "It was as if I had been raped." After the fall of Communism, Mr. Juzi was chosen to head a commission set up to reinstate, professors whom the Communists had fired for political reasons.

In the climate of intimidation and repression that prevailed under

Communist rule, academics were as susceptible as anyone else to po-

In January, when a screening panel found that Jiři Kabele, the head of the sociology department in the School of Social Sciences at Charles University, had been a police informer, many of his colleagues assumed that he had surrendered to the pressure. His case demonstrated how quickly a life and career could be damaged.

Mr. Kabele had never been a police informer, as he subsequently was able to prove. In the interim, however, his friends began to shun him. Unfounded rumors about his supposed history of mental problems began to circulate.

Mr. Kabele's name had been found in a central register of the former security police that listed 140,000 civilian "contacts."

The police did not bother people who did nothing to oppose Communist rule, but kept close tabs on those who represented a real or potential threat. First came dissidents and their friends and acquaintances, then those allowed to travel abroad—to scientific conferences. for instance. The names of such individuals often show up in the Interior Ministry's register of secretpolice contacts. Critics of the screening law point to this fact as a prime example of the legislation's deficiencies.

Although the police destroyed many of their files after the fall of Communism, Mr. Kabele's file was intact. Some of his acquaintances-former dissidents who now help run the Interior Ministryhelped unearth the file, and found in it proof of his innocence, including the annotation that the sociologist had been "uncooperative."

Approached by the Police

Partly as a result of Mr. Kabele's case, the Interior Ministry recently modified the screening procedures to try to avoid accusing people without adequate justification.

Mr. Kabele had been approached by the police in 1983. when he was head of an official social-science research group that sometimes employed dissidents for special projects. The sociologist says the typical approach of the secret police was to try to convince a person that they knew everything about him. The police would then try to pressure him to do some small, seemingly innocuous favor for them, such as reporting back on what was discussed at an ordinary meeting at work.

"Once they had obtained some form of cooperation from you, they could indirectly blackmail you into providing more services," says Mr. Kabele. "Otherwise they would threaten to lot others know done for them."

The sociologist says he was was a choice between signing or friendly with a number of dissidents, and they briefed him on sor of aesthetics. "I signed it, what to expect in advance of the meeting he had been summoned to by the secret police.

"Maybe if I had been less prepared, they would have been more successful with me," says Mr. Kabele. "Many others were not prepared. They were scared and didn't know how to behave. They didn't know they could refuse to give information."



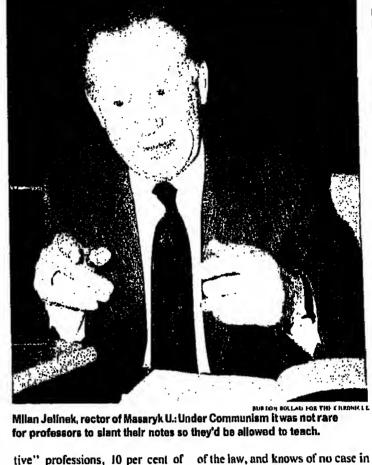
FALL ENROLLMENT!

a joint program with the later Villoslovak Law to Root Out Police Informers Faces Campus Challenge Leninist" version of legal con-

I The parliament has not yet den the President's request.

the year that he was Mout of the Communist Party The education school also is the bing supported the 1968 atating a computer-linked data have supported dat

shool's faculty members are refusing on principle to



sunded to spy on their colleagues. A small number of academics-

the most obvious and vicious collaborators with the Communist regimes—have been forced out of their universities by the new democratically elected campus administrations and by pressure from students. According to Mr. Roskoec, many other past collaborators have quietly left the universities to

not faculty members are being subjected to the screening, most of the police informers are still at their iobs, Mr. Roskovec says. He says he expects few university adminis-

Vladimir Roskovec, an Education Ministry official, estimates that, as in other "politically sensi-



The notes are said Jiří Kabele of Charles University. His case demonstrated explicitly "Marxist- how quickly a life and career could be damaged.

The Chronicle: **Your Window** on Academe



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Danish funding thing come as the wife

THE National Academy of Sciences usually elects 60 new members each year, but the list published in The (hronkite last week contained the names of only 59. Why? Reportedly because Carl Sagan, professor of alronomy and space sciences at Cornell University and popular television personality, failed to get the two-thirds note required for membership.

In the mid-1980's, Samuel P. Huntington, professor of averament at Harvard University and then-president of the American Political Science Association, was the laget of a two-year campaign by Serge Lang, professor of nathematics at Yale University, who was successful in leeping Mr. Huntington out of the academy.

Curtis E. Bryan's status as president of Denmark Inhinical College remained unclear last week. Last month, four of the seven members of the college's preming board held a meeting and voted unanimously to frehim. The other three—including the chairman—said that a five-member quorum was not present for the vote, hence the vote was invalid. (Two positions on the ninemember board are vacant.)

Aspecial meeting of the board was scheduled for last week, but did not take place. Speculation was that the three members of the board who did not vote to fire Mr. Bryan realized they were outnumbered and were regrouping for further action. The regular meeting of the boardisselfor May 18, but a spokes woman for the college said sheexpected a meeting, and a vote, of the board before then.

In the mean time, Douglas W. Brister, vice-president for administration at Greenville Technical College, is sarving as acting president.

Mr. Bryan, who is ill, says he looks forward to returning to the job.

Anti-Serbian remarks allegedly made by W. Glenn Campbell, former director of the Hoover Institution on War, Revolution, and Peace at Stanford University Name Dropping, April 29), have touched off a letterwiting campaign by Serbians in California seeking his ousier from his position as a special counselor at the istitution. Mr. Campbell maintains an office and reportedly earns \$144,000 a year in the job.

The Educational Excellence Network, established in takington in 1982 by Chester E. Finn, Jr., professor of ducation and public policy at Vanderbilt University, and Diane S. Ravitch, now U.S. Assistant Secretary of Education, is changing its sponsorship. Joe B. Wyatt, deacellor of Vanderbilt, announced jointly with Leslie laboraty, president of the Hudson Institute, that the htter organization would take over, Mr. Wyatt said: "We be proud to have helped launch the Network as a aderbilt project and are pleased the Hudson Institute un it as it enters a new era of service. The network, an information exchange and tainghouse, has 1,900 members. In the fall it will move kollices from Washington to the Hudson Institute's leadquarters in Indianapolis.

10. Willams, who retired after 40 years as professor Mobilical science at the University of Utah, has these Ansforhis new free time: "I'll volunteer two days a tekat Democratic state headquarters to revive a twoy system in Utah, two days at Utah Issues to fight retiles of the poor, and one day a week for downhill ly fishing, and learning how to play the guitar."

Gazette

APPOINTMENTS, RESIGNATIONS, DEATHS, AND COMING EVENTS





Wake Forest



Inver Hills Community College



College

Stuart D. Chase Colby-Sawyer

- New college and university chief executives: Inver Hills Community College, Steven R. Wallace; United States International University, Garry D. Hays; University of North Dakota, Kendall L. Baker.
- Other new chief executive: Joyce Foundation, Deborah Leff.

Appointments, Resignations

M. Stepnen Brown, dean of student services at Alien County Community College (Kan.), to dean of student affairs at Jamestown Community College, Douglas G. Buok, former director of human resources at Sinclair Community College, to director of human resources at Sinclair Community College, to director of human resources.

Nancy Allen, assistant director of public services in the libraries at Colorado State U., to dean of Penrose Library at U. of Denver.

Warran B. Armatrong, president of Wichita State U., has announced his retirement, effective July i, 1993.

Kendali L. Baker, vice-president and provost at Northern Illinois U., lo president of U. of North Dakola, effective July i.

July 1.

Bryan H. Barrows, fill, former assistant professor of communications at Del Mar College, to director of public information at Prairie View A&M U. John Bear, chairman of chemistry at U. of Houston, to dean of the college of natural sciences and mathematics.

Earl R. Berkson, former director of individual gifts at Lincoln Park Zoological Society (Chicago), to associate director of the college of the c

College, to director of human re sources at Nova U.

Stuart D. Chase, director of development and alumni relations at Governor Dummer Academy (Byfield, Mass.), to

western Medical Center at Dallas.

M. Stephen Brown, dean of student serv

vice-president for development at Colby-Sawyer College.

Philip Coleman, professor of microbiology at Virginia Commonwealth U., to associate vice-president for academic affairs of the university's Health Sci-

ences Campus.

Irving R. Epstein, professor of chemistry
at Brandeis U., siso to dean of arts and

Richard i. Ferrin, president of Maryville College (Tenn.), has announced his resignation, effective June 30. tor of development for annual giving at Columbia College Chicago.

Roy E. Bode, former editor of The Dalias Times Herald, to vice-president for public affairs at U. of Texas South-Robert R. Fink, dean of the college of music at U. of Colorado at Boulder, has announced his resignation as dean. effective in September 1993. He will

> Stater M. Jean Flaherty, associate profes-sor of nursing at Catholic U. of America, also to dean of the school of nurs-

remain on the faculty as professor of

Mary Joseph Frame, former director of the Center for Management Develop-ment at Appalachian State U., to dean of the Leadership Institute at Colum-

bia College (S.C.).

William E. Galley, vice-president for finance and development at Pacific U., to vice-president for business and finance at Agnes Scott College. Stephen J. Gehret, assislant vice-president for finance at St. Thomas U. (Fig.), to associate vice-president for

finance at Barry U.

Continued on Following Page



sociate director. David W. Hartman, former assistant pro vost for public service at Virginia commonwealth U., to associate dean of the school of community service at U. of North Texas.

Thomas J. Hayes, professor of marketing at Xavier U. (Ohio), also to director of institutional advancement.

Carry D. Hays, former chancellar of Minnesota State U. System, to president of United States International U. Patrick A. Heelan, dean of fine arts and humanities at State U. of New York at Stony Brook, to executive vice-presi

dent at Georgetown U.

Deborah L. Howard, director of facilities planning at Old Dominion U., to director of facilitles resources at Pennsylva-

Daniel A. Jaksen, president of the Or chard Ridge campus of Oukland Com munity College, to vice-chancellar for planning and development of the comminity-college district.

Dana J. Johnson, professor of finance at Virginia Polytechnic Institute and State U., to dem of the school of busi ness and accountancy at Wake Forest

U., effective July I. Elleo B. Jorgena, professor of English at Western Michigan U., also to assuciate dean for curriculum and instruc tion In the College of Arts and Sci-

Laurence M. Katz. dean of the school of law at U. of Baltimore, has announced his resignation as dean, effective no later than apring 1993. He will remain on the faculty as professor of law.

Leonard R. Lindenmeyer, associate pro-fessor of computer-information sys-tems at Anne Arundel Community College, to head of the division of engi-

neering and computer technologies.

Margarot B. Manning, personnel director
at Johns Hopkins U., to director of human resources and labor relations a Bloomsburg U.

L. William Miles, former senior vice-president of Call Interactive (Fairfield, Conn.), to vice-president for adminis tration at Fairfield U. Donald A. Morrie, president of Olivet

College, has resigned.
Janis J. Nichola, director of public affairs and associate professor of develop-ment at Southern Oregon State College, to director of communications at

Portland State U. Arnold Packer, former U.S. Assistant Secretary of Labor, to senior fellow in the Institute for Policy Studies a

Melody C. Plerce, associate in profes sional education at New York State Education Department, to director of student life at U. of the Virgin Islands. David Placey, assistant director of admissions and enrollment conversion a Eastern Michigan U., to admission director at Washtonaw Community

Ronald H. Provost, former vice-preside for academic affairs at St. Michael' College, to president of the Boston campus and professor and dean of the International department of Showa

George N. Rainaford, president of Lynchburg College, has announced his retirement, effective no later than June

Erio R. Riedel, vice-president for studen affairs at Bradford College, to vice-president for student development at

John Russell, former director of construction at Dallas Independent School
District, to director of facilities at U.

at U. of Wisconsin-Parkside, to ad-

nissions director at Indiana U. at Ko-Carol A. Soott, deep of the Bramingham nous of Massachusetts Bay Community College, to dean of the Catta-

mugus County Campus of Jamestown Community College.

Jeraid Strickland, professor of optome try at U. of Houston, to dean of the

College of Optometry. Steven R. Wallace, president of Austin Community College, to president of Inver Hills Community College, effec-

Karen A. Wells, vice-president for educational services at Metropolitan Community College (Neb.), to vice-president for instruction at Sinclair Com-

Patriola J. Whitney, director of personnel and education at NCR Corporation (Dayton, Ohlo), to director of human resources at Sinclair Community Col-

Floyd W. Windal, professor of accounting at U. of South Alabama, to professor of accountancy at Bentley College. ern Oklahoma A&M U., has announced his resignation, effective

Poter J. Wyeth, managing director of development at Philadelphia Orchestra Association, to vice-president for advancement at Virginia Commonwealth

IN THE ASSOCIATIONS

Chloe T. Reld, admissions director for the school of law at Whittier College, to assistant director of council affairs at Luw School Admission Services. the operating arm of Law School Ad-

William Sauser, Jr., associate vice-president for extension and professor of educution at Auburn U., has been elected president of Society for Advancement

MISCELLANY

Deborah Laff, senior producer at ABC News (New York), to president of

Win Major, II, vice-president for development affairs at LeMoyne-Owen College, to vice-president for develop ment and marketing at Black College Satellite Network (Washington).

Deaths

Mary Latimer Cardner, 96, former profes sor of drama at James Madison U., May in Fairfax, Va.

Sherwin Greene, 60, professor of urban and regional planning at George Washington U., April 27 in Washington. Wilbur S. Howell, 87, former professor of rhetoric and oratory at Princeton U. April 20 in Neshanic, N.J. Frank S. Napal, 44, director of alumni de

velopment at Emerson College, May 4 in Cambridge, Mass. pediatrics at New York U., April 27 in New York. losa Lee Nemir. R6. former professor of

Dwight R. Nicholson, 44, chair of physics and astronomy at U. of Iowa, November

I in Iowa City.
Jean T. Palmer, 88, former director of adons at Barnard College, April 30 la Mahlor Ryder, 55, professor of illustration at Rhode Island School of Design, Febru-

at Rhode Island School of Design, Febru-ary 27 in Providence, R.I.

Nellt J. Banders, 69, professor emeritus of music at Western Michigan U., April 19 in Hastings, Mich.

George J. Stickel, 61, photography-media adviser at Bergen Community College, April 20 in Westwood, N.J.

Bettels Thomas manufact of the Facility

April 20 in Westwood, N.J.

Patricia Thomas, member of the English faculty at Rhode Island School of Design, April 3 in Providence, R.I.

Apollon P. D. Valakia, 93, co-founder and former professor at New England College of Pharmacy, April 29 in Peterborough, N.H.

Coming Events

A symbol (a) marks items that have not appeared in previous issues of The Chronicle.

20: Grantsmanship, "Technical Assistance/Grant Writing," leleconference, Center for Leadership; Development, and Research and the University of New Mexico. Contact: Center for Leadership, Development, and Re-search, P.O. Box 91277, Washington 20090-1277, fax (202) 737-2451 or Wal-

ter Barwick, (202) 737-2405. 20-21: Com tion in Uncertain Times," conference on corporate communication, Fair-leigh Dickinson University, Madison, N.J. Contact: Michael B. Goodman (201) 593-8710.

Co-21: Management, "Values Based Total Quality Management for Higher Education," institute, Marian College, West Point, N.Y. Contact: (414) 923-8140, fax (414) 921-8228.

20-21: Nursing, "Successful Grantwin-ning Techniques for Nurses and Health-Care Professionals," seminar, David G. Bauer Associates, Omni Park Central Hotel, New York, Con-lect. PGPA (800) 836-0732 act: DOBA, (800) 836-0732.

20-22: Academic advising. Regional conference, National Academic Advising Association, University of Kansas, Lawrence, Kan. Contact: Joe VanZandi, (913) 864-4371.

20-22: Research parks, "Global Technology Development: University Research Parks and Incubators," annua nternational conference, Association of University Related Research Parks Austin, Tex. Contact: (602) 752-2002, fax (602) 752-2003.

20-23: Literature. Bicentennial conference on Percy Bysshe Shelley, Nation at Endowment for the Humanities and New York Public Library, New York. Contact: Betty T. Bennett, (212) 746-

20-24: Interdisciplinary studies. "Myth and Knowledge," interdisciplinary conference, Sir Wilfred Grenfell College of Memorial University of Newfoundland, Comer Brook, Newfoundland. Contact: Michael Coyne or Georg Gunther, (709) 637-6333, fax (709) 639-8125.

21-22: Academic advising. Regional conference. National Academic Advising Association, Appalachian State University, Boone, N.C. Contact: Earlene McNeill or Pam Hoffman

21-24: Black students. "The Research Problem: Black Intellectual Activism on the Horizon of the 21st Century," annual conference, National Black Graduate Student Association, Howard University, Washington. Contact (510) 642-5881 or (510) 642-6680.

22-24: International education. Workshops, NAFSA: Association of International Educators, Chicago. Contact NAFSA, Suite 1000, 1875 Connecticu Avenue, N.W., Washington 20009 5728; (202) 462-4811, fax (202) 667

22-26: Sport history. Annual conven-tion. North American Society for Sport History, Dalhousle University. Halifax, Nova Scotin. Contact: Joan Paul, Department of Human Performance and Sport Studies, University of Tennessee, Knoxville, Tenn. 37996

American Nazrul Conference," Taranga, Medford, Mass, Contact: Abdullah Shibli, Stonehill College, North Easton, Mass. 02375; (508) 230-9509, fax (508) 238-9253 or Taranga, 33 Traincroft Road, Lawrence Estate, Medford, Mass. 02155; (617) 396-8266, fax (617) 482-0357.

24-28: Canadian higher education. Conference, Association of Canadian Community Colleges, Montreal. Contacl: ACCC, Suite 200, 1223 Michnel Street North, Ottawa KIJ 772; (613) 746-5916, fax (613) 746-6721.

24-27; Adult students. "The Adult Learner: Programs to Attract, Retain, and Educate Older Students," conference, University of South Carolina, Columbia, S.C. Contact: National Conference on the Adult Learner, University of South Carolina Division of Continuing Education, Suite 200, 900 Assembly Street, Columbia, S.C. 29208; (803) 777-9444 or (803) 777 2260, fax (803) 777-9357

4-27: International education. "International Education at the Cross-roads," annual conference, NAPSA: Association of International Educa-Turner, NAFSA, Suite 1000, 1875 Connecticut Avenue, N.W., Washington 2009-5728; (202) 462-4811, fax (202) 467, 3419

24-27: Higher education. "Celebration of Teaching Excellence and Conference of Administrators," National In stitute for Staff and Organizational Development and League for Innovation In the Community College, Austin. Tex. Contact: Suanne D. Roueche, No.

son, University of Texas, EDB 348, Austin, Tex. 78712; (512) 471-7545. 24-June 6: Bioethics. "Extended Ibero-American Bioethics Course," Georgetown University and Pan American Health Organization, Washington Contact: Irene A. McDonald, Kenne y Institute of Ethics, Georgetow University, Washington 20057; (202) 687-8099, fax (202) 687-6770,

28 Memorial Day Observed

25-26: Management. "Merit-Pay Systems," workshop, OR/Ed Laboratories, Oriental, N.C. Contact; OR/Ed, P.O. Box 888, Oriental, N.C. 28571;

28-29 College stores. Annual meeting, National Association of College Stores, New Orleans. Contact: NACS, 550 East Lorain Street, Oberlin, Ohio 44074; (216) 775-7777.

26-29t International studies. "Global-ization and the Caribbean," confer-ence, Caribbean Studies Association, Grenada. Contact: Edward L. Cox, Department of History, Rice Universi-ty, P.O. 1892, Houston 77251; (713) 327-4947.

26-29; Student personnel. "Gateway to New Alliances," triennial conference College Placement Council, San Fran cisco Hilton Hotel, San Francisco. Contact: Louise Lessel, CPC, 62 High-land Avenue, Bethlehem, Pa. 18017; 544-5272 or (215) 86H-1421, fax (215) 868-0208.

1992	<u> </u>	May			1992		
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26-31: Blotogy, "The Cell and Molecular Biology of *Chlamydomonas*," international conference, Genetics Soci ety of America and other sponsors Asilomar Conference Center, Pacific Grove, Cal. Contact: George Witman Worcester Foundation for Experimenal Biology, Shrewsbury, Mass. 01545; (508) 842-8921, fax (508) 842-3915, or usa. 9650 Rockville Pike. Bethesda Md. 20814; (301) 571-1825, fax (301)

27-29: Faculty development. "Creating Climates for Learning," workshops Council of Independent Colleges, Cleveland and Philadelphia. Contact: Mary Ann Rehnke, CIC, Suite 320, One Dupont Circle, Washington 20036; 1202) 466-7230.

27-29: Fund raising. "Effective Personal Communication in Major Donor Solicitation," workshop, Council for Advancement and Support of Education, Washington. Contact: CASE, Suite 400. 11 Dupont Circle, Washington 20036;

(202) 328-5900.

27-29: Minorities. "Redefining Education: the Challenge of Black Leadership," conference, Illinois Committee on Black Concerns in Higher Education, Northeastern Illinois University, Chicago. Contact: Melvin C. Terrell, (312) 794-2867, fax (312) 794-6136.

27-29: Women's studies. Conference Association of Women's Music and Culture, Indiana University, Bloom-ington, Ind. Contact: 1812) 855-4661 or Susan Frazier, Goldenrod and Horizons, 1712 East Michigan Street, Lansing, Mich. 48912; (517) 484-1712.

7-30: Information. "Telecommunica-tions, Networking, and the Networked Information Resource Revolution," mid-year meeting, American Society Information Science, Albuquerque, N.M. Contact: Asts, 8720 Georgia Avenue, Silver Spring, Md. 20910; (301) 495-0900.

27-30: Philosophy. Conference on Santayana, Texas A&M University and other sponsors, Avila, Spain. Contact: Herman J. Santkamp, Philosophy Department, Texas A&M University, College Station, Tex. 77843-4237.

27-31: Computers. Conference on "Mathematica," Wolfram Research Inc., Boston. Contact: Donna Brown, Wolfram Research, 100 Trade Center Drive, Champaign, III. 61820-7237; (217) 398-0700, fax (217) 398-0747.

28: Philosophy. Canadian-section meet-ing, International Society for Philoso-phy of Law and Social Philosophy Charlottetown, Prince Edward Island. Contact: Wesley Crass, Philo Department, Laurentian University, bury, Ontario P3B 2C6.

18: Student recruitment, "CASE Study of a Gold Medal Student-Recruitment Program," workshop, Council for Advancement and Support of Education, Pennsylvania State University, University Park, Pa. Conlact: CASE, Sulte 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

Pathways to a Degree: Using Technologies to Open the College," workshop, Annenbers/CPB Project, Saratoga Springs, N.Y. Contact: Carol Twigg, Coordinating Center, Empire State College, Saratoga Springs, N.Y. 12866; (518) 587-2100.

28-29: Student recruitment. "Using Fl-nancial Aid to Meet Your Enrollment Goals," workshop, Council for Advancement and Support of Education and American Association of Collegiate Registrars and Admissions Officers, Washington. Contact: CASE, Suits 400, 10 Dupont Circle, Washington, 20036-1202, 228-5908. ton 20036; (202) 328-5900.

28-30: American studies. "Suburban Development and Quality of Life in the U.S.A.," interdisciplinary national conference, international Institute for Suburban and Regional Studies, Balti-

more. Contact: Karol H. Boros, HSRS, Maryland Center, Box Box Baltimore 21239; (410) 426-6082 masningum marriott Hotel, 1: 9701. Contact: (312) 222-9757, 1911 22-9411. 28-30: Community colleges, Reposition of Community Colleges, Reposition of Community College Trustees, Williamsburg, L. Contact: ACCT, 1740 N Street, N5 Light University, New Brunswick, Light Univer Washington 20036; (202) 775-46.

28-30: Deaf atudents. "Educational applications of Technology for Deaf dents," national symposium, Natural Rochester School for the Deal, Rochester School for the Deal, Rochester, N.Y., Contact: Rochester it: 128 Biochics Course, "Georgester, N.Y., Contact: Rochester it: 128 Biochics Course, "Georgester, N.Y., Contact: Rochester it: 128 Biochics Course, "Georgester it: 128 Biochics, "Course, "Georgester it: 128 Biochics, "Extended Eu-Rochester School for the Deal, Baster, N.Y. Contact: Rochester It. 121 (Inversity, Washington, Contact of Technology, National Technolo (c) College Humanities Association (costown University, Washington.

28-31: American studies. Annual o

al cowboy symposium, Teus les (c) University, Lubbock, Tex. Ceres P PM. (ax (215) 751-8935. Ranching Heritage Center, Italy 25 Tech University, Box 43201, 148 bock, Tex. 79409; 1806) 742-248 32 64 portunities for the 21st Cenury 16) 66-HERT OF (313) 936-3000. ference, Chicago Planned G

Fund Raising Executives, Weyin I, Chicago. Contact: (708) 655414 29: Institutional advancement.
Study of a Gold Medal Institu Relations Program," workshop, C. cil for Advancement and Sunsy Education, Pennsylvania State | versity, University Park, Pa Cork CASE, Suite 400, 11 Dupont Cost

Washington 20036; (202) 328-500. 29-30: Black studies. "The Diversity of the African-American Religious Eng rience: a Continuing Dialogue," sar poslum, Schomburg Center for B search in Black Culture, New York Public Library, New York. Commander Preservation of the Black Rdus. Heritage Project, Schomburs Ca for Research in Black Culture.

10037; (212) 491-2040. 29-31: Computers. "Computers the Curriculum: Technology is to Freshman Year," conference, to University of New York and of sponsors, Marriott Financial (c: Hotel, New York, Contact Ho Kirsch, Office of Academic Cor Ing, City University of New York, & Floor, 555 West 57th Street, No. York 10019; (212) 541-0324.

29-31: Computers and matters "Computing in the Calculus," con ence, Rensselaer Polytechnic lute, Troy, N.Y. Contact; Joe Edi Mathematical Sciences Departed Rensselaer Polytechnic Institute Troy, N.Y. 12180; BITNET: ECEL

RPt.EDU.
29-31: Social Issues. "What Differt
Does Difference Make? The Poblish Race, Class, and Gender," end ence, Duke University-Univer North Carolina Center for Research Women, Carolina, Chapel Hil, N. Contact: Jacquelyn Dowd Hall, 64 962-8076 or Rachel Davi Center, University of North Carte Chapel Hill, N.C. 27599-102

Chapel Hill, N.C. 27399-107, 989-962-1124, fax (919) 962-2061.

29—June 12: Philosophy. "Reinton Commercing, Conference of North April Contract." Cliff Dr. Paged 1443 (2004) Contact: Cliff DuRand, 1443 (loss Avenue, Baltimore 21218.

Memorial Day

80-31: Phenomenology. "Chronos us Kalros: The Propitious Mones Creativity, the Passions, and into tionality," conference, World Phenomenological Institute, Messel, Greece, Contact: A-T. Tymichick, World Phenomenology Institute, 14 Payson Road, Belmont, Mass. Mills (617) 489-3696.

(617) 489-3696. 30-June 1: Multicultural lesues. The lenges of an Inclusive Society lenges of an Inclusive Socking tional conference, International Cost selling Center, Washington. Contact selling Center, Washington. Contact No. Co. Sulte 138, 3000 Connectical Art. (Co. Sulte 138, 3000 Connectical Contact.) (Co. Sulte 138, 3000 Connectical Art. (Co. Sulte 138, 3000 Connectical

N.C. Contact: (704) 262-317.

31-June 2: Engineering Annual cofer, ence, Women in Engineering Promise Advocates Network, Carial Mark Hotel, Washington. Contact: Staffin Metz, Office of Women's resignams, Stevens Institute of Technology, Hoboken, N.J. (7030; (201) 215, 2245.

washington Marriott Hotel, 1-4; Engineering. National symposium

Rockford, Ill. 61108. Life Aconol and Drug Studies,
Len University, New Brunswick,
Mi Coalact: Rutgers University,
en of Alcohol Studies, Smithers

> -5: Computers. " 'Mathematica' Across the Curriculum: Physics," workshop, Vanderbilt University (615) 322-2951.

Competers. "Making Your NSFnet whork Inc., Las Vegas. Contact:

on concurrent engineering, Society for Computer-Aided Engineering, Omni Shoreham Hotel, Washington. Con-

1-5: Computers. International conference on fifth-generation computer systems. Association for Computing Machinery and other sponsors, Tokyo. Contact: Hidehiko Tanaka, University of Tokyo, Department of Electrical Engineering, 7-3 Hongo 7-chome, Bunkyo-ku, Tokyo 113; (81) 3-3812-2111. ext. 6663.

Workshops, Box 1577, Station B. Vanderbilt University, Nashville 37235; (615) 522-2951.

1-19: Computers. "Programming Language Paradigms," short course. Whenton College, Norton, Mass. Contact: Fred Kollett, Wheaton College,

Norton, Mass. 02766; BITNET: KOL-LETT@WHEATNMA.

1-July 8: Muolo, "Rethinking American

Music," summer institute, College Music Society, Boston College, Chest-nut Hill, Mass. Contact: CMS, 202

West Spruce Street, Missoula, Mont 59802; (406) 721-9616. 2-3: Grantsmanship. The Dynamic Grants Office: How to Lead Your Or ganization to Grantwinning Success," seminar, Capitol Publications Inc., Sheraton Colony Square Hotel, Atlan-la. Contact: DOBA, Suite 248, 2604 Elmwood Avenue, Rochester, N.Y 14618; (800) 836-0732.

2-5: Fund raising. "The Fund Raising School: Leadership Development for Fund Raising," Indiana University, Indianapolis. Contact: Center on Philanthropy, Indiana University, Suite 301, 550 West North Street, Indianapolis 46202-3162; (317) 274-7063, fax

2-5: Learning. "Defining the Role of the Language Lab," conference, In-ternational Association for Learning Laboratories, University of Kansas Lawrence, Kan. Contact: John Huy Director, Garinger Academic Resource Center, University of Kansus, 4069 Wescoe Hall, Lawrence, Kan.

66045-2167; 1913) #64-4759, BITNET:

HUYGUNANYAK.

2-5: Phenomenology and literature.

"Allegory Old and New: Creativity and Continuity in Culture," conference, International Society for Phenomenology and Literature, Luxembourg. Contact: A.-T. Tymieniecka World Phenomenology Institute, 348 Payson Road, Belmont, Mass. 02178

June 6 M T W T F 8 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30

2-5: Student parsonnel, "Student Employment: Making It to the Winner's

Circle," annual conference, Midwest Association of Student Employment Administrators, Louisville, Ky. Contact: Viki Ford, STEPS, University of Kentucky, 252 East Maxwell Street. Lexington, Ky. 40508-2613; (606) 257-

2-7: Conservation. Annual meeting, American Institute for Conservation Historic and Artistic Works, Buffalo, N.Y. Contact: American Insulate, 1400 16th Street, N.W., Suite 340.

Washington 20036; (202) 232-6636, fax (202) 232-6630.

3-4: Fund raising. "The Fund Raising School: Fund Raising With Limited Budgets," Indiana University, White lanthropy, Indiana University, Suite 301, 550 West North Street, Indianap-

301, 350 West North Street, Indianapolis 46202-3162; (317) 274-7063, fax (317) 684-8900.

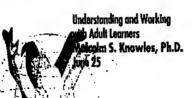
3-5: Faculty development. "Creating Climates for Learning," workshop, Council of Independent College. Omaha, Contact: Mary Ann Rehnke CIC, Suite 320, One Dupont Circle, Washington 20036; (202) 466-7230.

Continued on Following Page

CONFERENCES, WORKSHOPS

Higher Education Forum for Today and the Year 2000

Educators need to re-examine modes of teaching to reach and retain an older and more culturally diverse student population. The Fielding Institute's Higher Education Forum takes a close look at the challenges of adapting to this change and diversification in demographics.



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Association of Faculty Clubs International

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Attitudes, Expectations, Behaviors: Foculty Impact on Minority Student Performance Marie Johnson, Ph.D. W. Clarke Douglas, Ph.D.

Recruitment and Retention of a Diverse Student and Employee Isidro Rubi, Ph.D. June 28, 29

All seminars will be held in Santa Barbaro, Colifornia. For more information, contact Denna Waggener, Continuing Education Administrator at 805/687-1099 ext. 152 or FAX 805/963-8290.

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23rd Annual Conference HIGHER EDUCATION AND THE LAW July 20-21, 1992

A conference designed to serve the needs of college and university presidents, deans, student affairs administrators, consulting attorneys, and other administrators concerned with the legal aspects of student, faculty, and administrative behavior.

Topics to be covered will include: The United States Supreme Court and Higher Education: Past, Present and Future

Sexual Harassment on Campus Current Issues in Student Life and Academic Affairs

Liability Update: Campus Security, Date Rape, Alcohol Issues, Hazing, Harassment, and AIDS
Thirty-four Years on the Firing Line: A Reflective Look at Higher Education and the Law

Nationally known presenters include:

Robert D. Bickel, Professor of Law, Stetson University College of Law Henry G. Neal, Executive Secretary and Counsel, Board of Regents, The University System of Georgia Bryndis Roberts, Vice President for Legal Affairs, The

University of Georgia Lawrence White, University Counsel, Georgetown D. Parker Young, Professor of Higher Education, The

University of Georgia ponsored by the University of Georgia Institute of Higher Education and the Center for Continuing Education.

The conference fee is \$140 per person (includes tuition, refreshment breaks, Monday dinner, and conference materials). For further information or to register contact Margaret Caulfield, Georgia Center for Continuing Education (404/542-1586) or D. Parker Young, Institute of Higher Education, The University of Georgia, Athens, Georgia 30602 (404/542-0575).

For College Admissions Personnel and High School Guidance Counselors THE HARVARD SUMMER INSTITUTE ON COLLEGE ADMISSIONS

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At Harvard Now in its 32nd year, the Program will address:

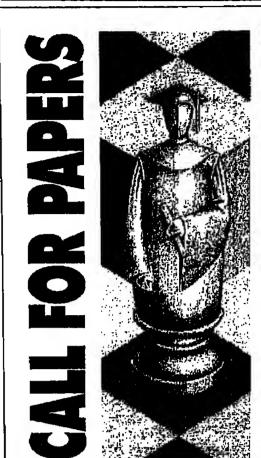
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A national faculty of outstanding leaders in the field of education and admissions will work with participants in reviewing the transfer of information, recommendations, legal issues, score interpretation, use of staff resources, and services in communication technology. paying for college, and other areas of concern to guidance and admissions personnel. To receive your brochure / application for the \$850, 5-day program and information on Harvard Graduate Credits, contact Registrar J.R. Smith, 4 Clematis Road, Lexington, MA 02173, 617-494-9498.



CONFERENCES, CALLS FOR PAPERS



40.

THE 1992 CONFERENCE ON STUDENT SUCCESS COURSES NOVEMBER 1-4, 1992 • CHICAGO, ILLINOIS

The 1992 Conference on Student Success Courses is your opportunity to explore exemplary student success courses as offered at a wide variety of educational institutions.

The conference will be focused on the planning, implementation, and presentation of courses designed to improve student performance and retention. John Gardner, Francine McNairy, Sharon Thomas, and Dave Ellis will be the plenary session speakers.

Proposals are welcome on such topics as course research, multicultural student populations, nontraditional student needs, critical thinking, career planning, learning styles, substance abuse education, course promotion,

teacher recruitment and training, large group presentations, multi-section course management, creative ideas for communicating success strategies, and related themes.

For presentation proposal criteria or more information, call or write:

> College Survival, Inc. 2650 Jackson Blvd. Rapid City, SD 57702-3474 Toll-free 1-800-528-8323 FAX 1-605-343-7553

CALL FOR PRESENTATIONS

American Technical Education Association, Inc.

echnical educators and representatives from business and industry are invited to submit a presentation proposal for the American Technical Education Association's 30th National Conference on Technical Education in San Diego, CA on March 18-21, 1993. Your presentation should address the conference theme: "Technical Education in the Global Marketplace".

Presenters selected for the conference will be expected to register for the conference and provide for their transportation and housing. Papers presented should be planned for delivery within forty-five minutes. Presentation proposal abstracts of one typewritten page double spaced, and a one page personal biographical sketch must be received no later than August 21,

Proposals are to be mailed to: George Coffin, Manager of Economic & Career Development Services, San Diego Community College District, 3375 Camino del Rio, S., #335, San Diego, CA 92108; Phone (619) 584-6571; Fax (619) 584-6523.

"CALL FOR PRESENTATIONS"

18th National Learning Resources Conference

February 16-19, 1993 Holiday Inn Golden Gateway, San Francisco, CA

The theme of the 1993 Conference is "Building Learning Resources Programs in a Changing Environment." We invite Learning Resources Staff who are successfully addressing the challenges of dealing with change, diversity of populations, demand for information, increasing costs, and integration of technologies to submit ideas for presentations.

To submit ideas or to get more information, contact:

Dr. Donald Kirkorian Learning Resources Association of California Community Colleges 4000 Sulsun Valley Road/LR, Suisun, CA 94585 Phone: (707) 864-7106 • Fax: (707) 864-0361

SEPTEMBER 11 – 13, 1992

☐ Call for Papers (to be published in post-conference report) ☐ Call for Presenters

Deadline for papers and presenters: May 15

A comprehensive conference offering innovative programs to enhance minority access, success, and placement in graduate/professional schools and occupations

> Featuring Julian Bond, civil rights activist, educator, historian. and former state senator



FOR MORE INFORMATION

Call or write Donald Lane Director, Division of Continuing Studies Indiana University at Kokomo 2300 South Washington Street P.O. Box 9003 Kokomo, Indiana 46904-9003 317/455-9404

Coming Events

Repleto Campus, P.O. Box Pichmond, Va. 23285-5622; Continued From Preceding Page
3-5: General education, Conference of Community College General Face (College General Face)

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3-8: International Issues. The University of lenges of Building a Wedlenger Investigation of Lorenzational Issues. The University Heights, Augustus Workforce: Europe vs. Ameria the (430: (201 a22-3170). rigo Institute for Technical softense is the attor research. Proposals munity Colleges, Maine Industrially Persentations at the annu-College System, Scarbouogia. Scarcece of the Northeastern Ed-Contact: Marcia Schools, (20) and Research Association, to be 1070, fax (207) 289-1037. urnal Programs, University of

a: Hoi K. Suen. 230 CEDAR 1. Ung. Pennsylvania State Univer-L. University Park, Pa. 16802; (814) in Engineering, Hotel Interest tal, New Orleans. Contact: by 35, MINET: HESI@PSUVM. Three West 35th Street, N 10001-2281; (212) 629-5178, the history of land use in Africa

Moulte presentations at the unnu-

a, to be held in the fall of 1993 in

the Contact: Alice E. Ingerson,

al Geologistics. Abstracts of pu-

a to be held in October in New

Deadlines

A symbol (w) marks them that the Forest History Society. Durnot appeared in previous hum to N.C. 27701; (9) 9) 682-9318, fax. The Chronicle

FELLOWSHIPS

GRANTS

(314) 882-1613, fax (314) 884-8

lune 1: Humanities, Applications

grants for preservation of and the to important collections in the last ities. Contact: National Endemanders. (2027) 785-678 June 1: Humanities. (2027) 785-678 June 1: Humanities. Applications grants for publication of texts a humanities or for translation in the humanities or for translation in the humanities of the

for grants to assist graduate inder division undergraduate as tudent the Baltic countries and Basi Cos

Burope, Contact: Gail A. Hoches

an Assistance Awards

grants for humanities produme and historical organiza

tact: National Endowment of manities, Room 420, 1100 Ponia Avenue, N.W., Washington

June 1: Humanities. Application Faird. Contact: Jesse Levitt. 485 university and college leaden at the Avenue, Fairfield, Conn. from independent scholars for the sec.

university and college teacher at the teacher at th

at Popular outture. Proposals for buble presculations at a meeting of Abpolar Culture Association in the lad, to be held in October in Augusm May 2B: International education is provided Culture Association in the plications from colleges for push outreuch to students from ASEMICAL Contact: Ron Buchanan, J. Outreuch to students from ASEMICAL Regard Reynolds Community Coltries. Contact: Paul Moriei, Marie Regnolds Community Coltries. Contact: Paul Moriei, Marie Regnolds Community Coltries. Contact: Paul Moriei, Marie Regnolds Community Coltries. Response Community Coltries. Regnolds Com

plines" for possible presentation at the annual conference of the Institute for the Study of Postsecondary Pedagogy, to be lield in November in Albany, N.Y. Contact: Program Committee, Postsecondary Pedagogy Conference, Humanities 110, State University of New York College, New Paltz, N.Y.

12561.

June 8: Geologic remote sensing. Proposals on the Theme "Geological Remote Sensing: Exploration, Environment, and Engineering." for possible presentations at a conference, to be held in February 1993 in Pusadena, Cul. Contact: Nancy J. Wallman, ERIM, P.O. Box 134001, Ann Arbor, Mich. 48113-4001; (313) 994-1200, ext. 3234, fax (313) 994-5123.

June 15: American studies. Proposals

June 15: American studies. Proposuls on the theme "Economic and Social Issues in the New South: Perspectives on Race and Ethnicity" for possible nresentations at a conference, to be held in September in Tampa, Fla. Con-tact: Marvin Moore, Institute on Black Life, University of South Florida, 4202 East Fowler Avenue, LIB 609, Tampa,

Fla. 33620. June 15: Equal opportunity. Proposals on the theme "Taking the Lead: Bal-ancing the Educational Equation—Issues of Equity and Diversity for Women and Girls" for possible presentations at a conference, to be held in October in Oakland, Cal. Contact: Edna Mitchell, Director of Graduate Study, Mills College, Oakland, Cal 94613; (510) 430-3309.

une 15: Literature, Manuscripts on the theme "The Politics of Popular Fle-tion," for possible publication in Lit: Literature, Interpretation Theory. Contact: Lee Jacobus and Regina Bar-reca. Department of English, U-25, University of Connecticut, Storrs, Conn. 06208.

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June 15: Off-campus programs. Proposals for possible presentation at an unnual conference on quality in off cumpus credit programs, to be held in October in San Antonio, Contact: National Issues in Higher Education, DIvision of Continuing Education, 261 College Court Building, Kunsas State University, Manhattan, Kun, 66506-6006; (913) 532-5575, fux (913) 532-

June 16: Utoplan studies. Proposals for possible presentations at the annual meeting of the Society for Utopian

Studies, to be held in November in Baltimore. Contact: Lise Leibacher, Department of French and Italian. University of Arizona, Tucson, Ariz. 85721; (602) 621-7350 or (602) 299-K727

"New Directions. Papers on the theme
"New Directions in Human Relations:
Making It Work," for possible presentations at a conference of the Minnesota Human Relations Association, to be held in October in St. Cloud. Minn. Contact: Polly Kellogg, Human Rela tions Center, St. Cloud State Universi-ty, St. Cloud, Minn. 56301.

Libraries. Papers for possible presenta-tions at the annual conference of the Pacific Northwest Library Association, to be held in August in Bellevue Wash. Contact: Richard Dunn, Mans field Library, University of Montana, Missoula, Mont. 59812: (406) 243-6771, fax (406) 243-2060.

Non-profit organizations. Case studies to be published in Nonprofit Manage-ment Case Study Collection. Contact: Ken Koziol, Curriculum and Publica tions Manager, Institute for Nonprofi Organization Management, 4306 Geary Boulevard, Suite 201, Sun Francisco 94118-3004; (415) 750-5180.

MISCELLANY

May 31: Journalism. Applications from schools or departments of journalism journalism professional in residence. dent, Journalism Professionals-in-Residence Program, Freedom Forum, 1101 Wilson Bonlevard, Arlington, Vn. 22209; (703) 528-0800.

June 1: Higher education. Dissertations on the study of higher education, com-pleted between June 1, 1991, and May 31, 1992, for consideration for the Outstanding Dissertation Award of the As-sociation for the Study of Higher Edu-Sociation to the stany of this Federation. Contact: Leonard L. Baird, Educational Policy Studies, 145 Taylor Education Building, University of Kentucky, Lexington, Ky. 40506; 1606) 257-7835.

- June 1: Teacher education. Dissertations for consideration for the Distin-guished Dissertation in Teacher Education Award given by the Association of Teacher Educators. Contact: Ger-ald H. Krockover, Purdue University, School of Education, Matthews Hall, Room 106, West Lafayette, Ind.

June 1: Teaching. Nominations for the Professor of the Year. Contact: Professor of the Year Program, Council for Advancement and Support of Education, Suite 400, 11 Dupont Circle, Worklands 20034-124

Wishington 20036-1261.

June 5: Aging. Nominations of individuals for Allied-Signal Inc. Achievement Awards in Aging. Contact: Allied-Sig-nal Achievement Awards in Aging, Johns Hopkins Center on Aging, Fran-cis Scott Key Medical Center, 4940 Eastern Avenue, Baltimore 21224; (410) 550-1248.

The Chronicle of Higher Education

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